



Start with  
the Situation

The initiative is off course. Deadlines have slipped.  
Support is waning. People are starting to lose faith.



What's Really  
Going On

The team is stuck reacting to symptoms without  
addressing the root cause of failure.



Why This  
Matters

If left unaddressed, the failure becomes contagious.  
Morale drops. Credibility erodes. Recovery becomes  
harder.



Your Guiding  
Principles

Reset before you rescue. Focus on what matters now, not  
what you originally planned.



The Playbook

- Pause to reassess goals and sponsorship
- Get real about what's working and what's not
- Reboot with clear scope, team buy-in, and short-term milestones
- Communicate transparently and often

## Turning Around a Failing Initiative



Common  
Pitfalls

- Jumping to fix before understanding the problem
- Quietly rebooting without addressing the past
- Overcorrecting by micromanaging or burning out the team



What Good  
Looks Like

- A refreshed plan, re-engaged team, and visible early wins
- Stakeholders acknowledge what changed and why
- The team feels ownership again



Quick  
Checklist

- Have we listened before we acted?
- Have we named the missteps without blame?
- Are we focused on learning, not just fixing?



Closing  
Insight

A turnaround isn't about perfection, it's about humility,  
clarity, and rebuilding trust.