

# Recovery Steps After Toxic Leadership

## Step 1: Dive Deep into the Toxicity

The first stage of the realignment cycle is to dive deep into the current dysfunction within your organization. No problem can be addressed until it is clearly and specifically identified. Focus on learning from personnel and observing the true state of leadership in your organization. Look employees in the eye and listen actively.



## Step 2: Accept Responsibility

After identifying toxic leadership, the next stage is sincerely accepting responsibility and embracing the opportunity to change. You can do this even if you weren't directly involved in the toxic leadership. People need to know that you, as a company leader, value their input and are willing to make changes—not excuses.



## Step 3: Think Ahead for Aligned Leadership

Think about what your company values the most. Think about what style of communication you want to promote. If you need to look for new leadership, consider contacting a retained executive search firm that will help you find candidates who will align with your culture and goals.



## Step 4: Human-oriented Action Plan

Once you've established the leadership circles that will take you where you want to go, it's time to make a plan. Circle up and nail down the steps to get you there. Start with a significant and attainable goal, one that addresses specific dysfunction and clearly aligns with your values.



## Step 5: Follow Through

Now is the time to act. Prove to your leadership and your employees that your plan was not just talk. Patiently and consistently following your action plan will rebuild trust and boost confidence in leadership. Continue to communicate and solicit feedback.

