

Case Study 2

Preventing Leadership Collapse

Situation

An organization showed subtle signs of strain: internal disagreements, increasing pressure on senior leaders, and growing fatigue in decision-making.

Leadership Challenge

The difficulty was not immediately visible failure, but **the gradual erosion of leadership cohesion**—a condition that often leads to sudden organizational crises.

Introducing the Framework

The **Leadership Collapse Spiral™**, part of the 7000 RPM system, was introduced to help leaders visualize how collapse often develops in stages.

Leaders explored the sequence:

1. Misalignment of leadership priorities
2. Breakdown of communication
3. Loss of accountability
4. Cultural fragmentation
5. Organizational instability

Seeing leadership failure as a **predictable pattern** allowed the team to identify their position within the spiral.

Leadership Actions

Leaders used the framework to:

- reestablish clear accountability
- restore structured communication between leadership roles
- clarify decision pathways

Results

By addressing the problem early, the organization avoided deeper structural breakdown.

Leadership Lesson

Leadership collapse is rarely sudden. It unfolds gradually when leaders lose alignment and accountability.