

CLIENT TRANSFORMATION

FROM BURNOUT TO INTEGRATED LEADERSHIP

Client: Emily C., Executive Director

Engagement: 6-month 1:1 Executive Coaching

Focus: Leadership sustainability, creative reintegration, strategic clarity, burnout recovery

Client Profile: Leader of Nonprofit Literacy Organization | \$2M budget | 8 FTEs + part-time team | 10 years in role

“YOU HELPED ME MAKE SPACE FOR POSSIBILITIES I DIDN’T EVEN KNOW WERE ON THE TABLE.”

level*42
CONSULTING

THE CHALLENGE

When Emily came to coaching, she was a seasoned nonprofit leader feeling **directionless, emotionally drained, and creatively disconnected**. She was navigating major professional challenges—organizational growth, staff turnover, and financial strain—alongside personal stress as a caregiver and recent Ph.D. graduate.

She didn’t know whether she should stay, pivot, or exit. And she wasn’t sure if she had the energy—or desire—to keep leading.

COACHING APPROACH

Over the course of 12 sessions, we focused on helping Emily reconnect with her energy, voice, and long-term vision—not just to survive her role, but to lead with clarity and sustainability.

- Clarifying what **sustainability, success, and alignment** look like for her next chapter
- **Reframing her identity** from “burned-out leader” to “visionary executive with options”
- Integrating her **creative voice and leadership role**—no longer choosing between them
- Building systems for **delegation, energy management, and strategic planning**
- **Navigating personal demands** (caregiving, boundaries) with more clarity and self-compassion

The goal wasn’t to fix her. It was to help her **realign with what already made her powerful**, and lead from that place with confidence.

THE TRANSFORMATION

By the end of our coaching engagement, Emily had not only rediscovered her sense of purpose—she had also created systems and clarity to lead with greater ease, presence, and impact.



Strategic clarity about how to lead her organization, and when to leave



Greater confidence in fundraising, communication, and visibility



Reclaimed creative voice through writing, publishing plans, and legacy-building



Sustainable systems for boundaries, energy, and decision-making



Renewed leadership identity—no longer reactive or fractured



Secured \$1.4M in donor funding, her largest individual ask, by stepping into strategic confidence and fundraising clarity

Most importantly, Emily no longer felt split between roles—she stepped into a **fully integrated version of her leadership, vision, and self**.



“I finally feel like I know what I want—and how to move toward it without burning out.”