

20 Costly Problems Leaders Face — And How to Start Fixing Them


Leadership shouldn't feel like firefighting every day. But right now, it does.

You're navigating invisible tensions, communication breakdowns, and mounting pressure to hold it all together. These 20 "headaches" are problems I help leaders fix every day - and ones your peers are quietly paying to avoid.



CULTURE & CONFLICT


1. Team dysfunction and cliques
2. Passive aggression or avoidance
3. Trust breakdown—nobody speaks up
4. Resistance to change (even from senior leaders)
5. Unspoken personality clashes

 *Fix This:* Start with one question: “What’s not being said right now?”

Psychological safety isn’t soft—it’s strategic. Team norms and open dialogue must be visible, not implied.


STRATEGY & ALIGNMENT

6. Vision doesn’t translate into action
7. Senior leaders pulling in different directions
8. Communication breakdown between departments
9. Middle managers creating blockages instead of bridges
10. Everyone’s reacting to change—but no one’s aligned

 *Fix This:* Alignment isn’t a memo—it’s a rhythm. Reconnect teams weekly to purpose, priorities, and progress. Keep it simple, visual, and repeated.


MINDSET & BEHAVIOUR

11. Ego at the top is blocking progress
12. Imposter syndrome in senior leaders
13. Over-reliance on a few “star players”
14. Burned out leaders pretending they’re fine
15. Lack of honest self-reflection at leadership level

 *Fix This:* Great leadership starts with grounded self-awareness. Regular 1:1 check-ins, honest feedback, and executive coaching can turn blind spots into breakthroughs.

COMMUNICATION & INFLUENCE

16. Avoidance of difficult conversations
17. Conflict resolution = “Let’s move on”
18. Clashing leadership styles across functions
19. Important messages get diluted or distorted
20. “We’ve had this conversation before” syndrome

 *Fix This:* Reset your communication cadence. Use fewer meetings, better structure, and a consistent message framework (e.g., Repeat → Reflect → Reinforce).



What's Your Biggest Leadership Headache?

If you spotted yourself in 5 or more of these, you're not alone. But you *are* in a position to lead change.



Next Step: Book a Quick Win Call



Fix one issue in 45 minutes — for just £99

We'll tackle your most urgent leadership challenge head-on.



[Book a Discovery Call](#)



You'll get clarity, tools, and a practical plan you can act on immediately.

Or if you're ready for a deeper reset:



Join *The Leadership Fix* – 4-Week Sprint for senior leaders.



Learn more: info@consultancy-facilitation.com



Website: www.consultancy-facilitation.com