Addressing resource allocation for a team facing poor leadership and performance challenges requires a balanced, strategic approach that stabilizes operations while setting the foundation for long term growth. below steps helps mitigate the gaps

**Resource Allocation:** Consider Reallocating with Underperforming Leadership

When leadership is weak, the first step is diagnosis, Conduct a rapid assessment of leadership gaps

Identify bottlenecks in team performance or clarity of goals.

**Key areas that might need more investment:**

* A temporary project manager or team lead with a strong track record can stabilize execution.
* Coaching/mentoring programs: Pair current leaders with mentors or provide targeted leadership training.
* Invest in tools or processes to enhance visibility, collaboration, and feedback loops.

**Budget Adjustments:** Poor leadership can lead to inefficiency, so budget adjustments should Prioritize performance stabilization. Allocate funds to short-term initiatives with measurable outcomes.

Reduce discretionary spending or long term R&D budgets to free funds for high impact leadership support. Temporarily slow hiring in non-critical areas to redirect HR support towards team coaching and training.

Investing in Training, leadership development, and better project management tools can offer long-term returns.

**External vs Internal Resources:** Bring in external expertise when Immediate improvement is needed and internal leaders lack time or ability to improve quickly. A neutral, experienced outsider can help diagnose issues and reestablish credibility.

Develop internal talent when There’s long-term potential in current staff. Internal knowledge is critical (e.g., domain expertise, customer relationships).