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EXECUTIVE FIRINGS 7/22 Sec 4 p3

'Yes men' can prove deadly

The biggest reason CEOs fire high-ranking executives is that the execs fail to understand the impact of their leadership style and surround themselves with so-called yes men, or people who won't tell executives the real problems.

Manchester Partners International surveyed chief executives and asked them to produce a list of why they fire top-level executives.

More than three-quarters said those they terminated needed an impartial evaluation of problems with their leadership style and behavior.

An inability to adapt to change and a lack of leadership skills were second and third on the list of reasons.

Three other executive traps:

- Corporate officers who try to operate as hands-on technicians, instead of taking a strategic role.
- Chief financial officers who can't seem to shuck the bean-counter mentality.
- Managers who continue to try to make all the decisions instead of empowering employees.

EXECS LOOK FOR EXITS

69% in survey have résumés out

Executive recruiter Paul Ray Berndtson and Cornell University in a survey of nearly 1,900 executives found almost 30 percent plan to leave their jobs as soon as they find another one.

Sixty-nine percent have sent résumés to prospective employers during the last year. Many respondents cited job insecurity and heavy workloads.