



Facts About Leadership

Are Top-Level Leaders Out of Touch?

Leaders at the top of their organizations are out of touch with the rank and file. At least that's what a recent survey conducted by **ExecuNet** Inc., indicates. In this survey, 13% of mid-level executives say that having a voice, an input into company decisions is their primary motivation for staying with the company. Surprisingly, only 7% of leaders at the top (CEOs, Presidents) believe it's a central reason why people stay with their companies.

The survey goes on to reveal other interesting disconnects between top leaders and their mid-managers. Only 4.4% of CEOs believed work-life balance is important to their direct reports, contrasted with 9.6% of those direct reports place value on the work-life balance dynamic. And, when it comes to the nature and enjoyment of the work itself, 14% of CEOs believe their mid-managers stay because they enjoy their work while only 5% report actual enjoyment as a reason to stay in their jobs with their current employers.

Perhaps most startling in its findings, **ExecuNet** Inc. reported that 7.1% of all CEOs believe that compensation was a primary reason mid-managers stayed with their companies, while only 4.7% of them believe compensation to be a top reason to stay.