

were a few noses-out-of-joint among those who'd been passed over. But he expected that with time, he'd win them over, just as he'd won over detractors in organics. Now, with Michael gone, time was a luxury he didn't have.

Simmering in the C-Suite

"Before we wrap things up, I need to address one last issue," Dan said to his senior executive team. They were gathered in the conference room for their weekly meeting and had just finished reviewing budget projections. "I'm assuming you've all seen the piece on NutriSelect, and on me in particular, in today's *Journal*." Dan looked around the table, wondering if the inside source was staring back at him. Cybil Meachem looked uncomfortable, but as the head of public relations, she had every reason to be. Sam Choi, the head of human resources, gave him a sympathetic smile. The CFO, Richard Wells, looked annoyed, Dan thought, but whether at the article or at him, he couldn't tell. He and Richard had a strained working relationship at best.

Once Dan had been named CEO, he started poring through reports to get a better handle on the company's financial

Dan wasn't looking for a fight, but he wasn't about to be intimidated, either.

situation. He couldn't tell if Richard took his hands-on approach as a personal affront or was simply irate that he hadn't been tapped for the top job. Richard had reminded Dan more than once that he'd been overseeing the company's numbers for two decades—longer than Dan had been out of B school.

Dan wasn't looking for a fight, but he wasn't about to be intimidated, either. The investments in the pension plan, for instance, weren't diversified, and as a result, they'd taken a serious beating in 2008. Every business had to deal with fallout from the market dive, but NutriSelect had been hit especially hard. Dan was confounded by the company's performance. With the strategy Michael had put in place and several good investments in technology and R&D, the company should have been doing much better than it was.

"There was confidential financial information in that story," Dan said. "Whoever

the source was, he or she had access to our latest numbers."

Rena Singh, the COO, said sharply. "You're not accusing someone in this room, are you?" She was sitting next to Richard, Dan noticed. That was hardly a surprise. He thought of them as the old guard, and although neither had been overtly confrontational, each had hinted that Dan wasn't ready for his new role. He thought back to the disagreement they'd had about a contract Rena and Richard had orchestrated last year with a new supplier for the frozen dinners line. The deal saved the company several million dollars, but Dan worried that it sacrificed quality. Saving money now but losing customers down the line wasn't a trade-off Dan was willing to make, especially not when health risks were a real possibility. How would they respond if salmonella were discovered in the product line? Fear of a scandal like the E. coli spinach contamination in 2006, or last year's peanut recall, was the sort of thing that kept Dan up at night. When he broached the issue, they had been dismissive, arguing that recouping losses from the downturn had to be the company's top priority. Richard had even suggested that Dan was being overly idealistic. Rena added, "You signed up for more than organics when you stepped into this role."

Dan pushed the recollection from his mind. "I'm not accusing anyone," he said. "None of us is happy with the negative press. But this isn't the work of some angry production employee. We need to look at our staffs carefully."

"I know you're feeling the heat," Rena shot back, "but do you honestly believe a witch hunt is the best way to approach this?"

Feeling the tension mount, Cybil jumped in. "Of course this is not the type of press coverage we're looking for," she said with a rueful smile. "but it's not the end of the world. I can draft a statement, maybe get you an interview with *Food Processing* or some local outlets. Since the spotlight is on you, we should try to turn it to our advantage."

READERS' INSIGHTS

HBR's case studies appear at hbr.org prior to publication here.

Some advice from our readers:

Dan needs to...de-escalate the issue by admitting he feels unprepared for the role and needs Richard's and Rena's support and counsel. By bringing them closer to his inner circle, he's giving them a stake in his success.

Mark Bigelow, strategic risk analyst, Premier Blue Cross Corporation

The board should shoulder the mentoring that Michael would have assumed. It's in their best interest: if Dan fails, it will make recruiting a replacement that much more difficult.

Rebecca L. Ray, former senior VP, Global Talent Management, MasterCard

Dan and his team need to get out of the boardroom! They need to visit every division, shaking hands and talking with line managers and their direct reports to get to the core issues facing the company. They need to assess vendor and supplier relationships; visit customers, wholesalers, and distributors; and gauge their customers' needs.

Don Sedy, managing partner, Revolution Bridge Consulting

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