Is Your Executive Ready for a Smackdown?

10 RED FLAGS EVERY BOARD AND CEO SHOULD KNOW

One misaligned or underperforming executive can quietly cost you far more than a bad quarter — lost trust, disengaged teams, and a culture that erodes before anyone names the real problem. Use this checklist to find out if it's time for a direct intervention.

1.		They've stopped receiving feedback — direction bounces off them or gets quietly ignored.
2.		Their direct reports are disengaged, guarded, or starting to leave.
3.		Peers have started routing around them instead of working with them.
4.		Performance conversations keep happening, but nothing actually changes.
5.		They deflect accountability — problems are always someone else's fault.
6.		Trust has quietly eroded, even if no one has said it out loud.
7.		You've started avoiding the conversation you know you need to have.
8.		Their behavior is inconsistent with the culture you're trying to build.
9.		A recent 360° review surfaced a pattern that hasn't been addressed.
10.		You've caught yourself thinking, “this would resolve itself if they'd just hear it straight.”

If three or more of these are true, standard coaching has likely already been tried — and it isn't enough on its own.

Book a confidential discussion to find out if a Smackdown is right for your situation → becoachable.com