



December 5, 2011

## New Chief Executives Face a Multitude of Transition Challenges

*Dr. Thomas J. Saporito and RHR International Offer Guidelines for a Successful CEO Changeover*

CHICAGO -- (BUSINESS WIRE) --Transitions are challenging for every executive, but they are especially difficult for those unfamiliar with the role. Compelling new research by RHR International on CEO Transitions indicates over 86% of incoming Chief Executive Officers have no prior CEO experience. Although changeovers at the top are organizational by nature, the process quickly becomes very personal as new leaders move into a role that is much more complex than ever imagined. Many participants in the study recalled encountering numerous difficulties during the changeover. Fifty percent of new CEOs indicated that the transition was moderately challenging to more challenging than expected.

Part three of RHR International's *Executive Insight* series on CEO Transitions explores what first-time CEOs face from day one and offers tips on how they can become proactive and take control of the transition process.

"As a new Chief Executive, simply determining what the job entails may be your first stumbling block," said Dr. Thomas J. Saporito, Chairman and CEO of RHR International. "Even as you try to come to grips with the unfamiliar aspects of the role, you need to quickly discover how to deal with multiple, conflicting demands while avoiding the morass of day to day operations."

For a comprehensive overview of the CEO Transition process based on the new research and years of experience on the part of RHR consultants, download and read the entire CEO Transition series: "[Alignment & Support](#)," "[The Role of the Predecessor](#)," and "[Perspective of the New CEO](#)."

### ABOUT RHR INTERNATIONAL

We are a firm of management psychologists and consultants who work closely with top management to accelerate individual, team and business performance. We focus on five key areas of client need — Executive Selection and Integration, Accelerated Executive Effectiveness, Senior Team Effectiveness, Management Due Diligence and CEO Succession. We have been proven difference-makers for more than 65 years, unique in our combination of top management focus, psychologists' perspective and high-level business acumen.

RHR International has offices in Belgium, Brazil, Canada, China, France, Germany, Italy, Switzerland, United Kingdom and United States. The company is headquartered in Chicago, Ill. For more information, please visit [www.rhrinternational.com](http://www.rhrinternational.com) or follow us on the [RHR blog site](#), [Facebook](#) and [Twitter](#).

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