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Ken Daubenspeck presents his “Binge & Purge” Theory of the Employment Cycle to the Finance Leaders Association

Northbrook, IL—Ken Daubenspeck, a respected expert in organizational development and executive search in the Chicago area, addressed the Finance Leaders Association (FLA) today on the effects of “Binge & Purge” Employment. Binge & Purge Employment refers to the reality of quick corporate layoffs (purging) when an organization falls on hard times and the organizational bloating (binging) that follows a turn-around when an organization quickly hires without first assessing the effects either may have on the organization.

“All too often, companies don’t recognize the opportunities that are created in this type of environment,” says Ken Daubenspeck. “This could be an opportunity to assess, rethink, rebuild, and reposition their organization from the ground up.”

Mr. Daubenspeck went on to remark that there are ways of benefiting from the current economic state, but so many companies can’t get past the risk they would have to take and are therefore not positioned to receive the benefits. This Binge & Purge Employment Practice erodes the core of any enterprise. It reduces service, diminishes quality, impacts employee trust and loyalty, and makes it difficult for a business to respond quickly to shifts in market conditions. Eventually those initial cost savings, which were achieved from layoff campaigns, dissolve.

Mr. Daubenspeck went on to address critical issues of the job search for the financial executive. Quoting the typical CFO profile as determined by the Foster Partners’ 2001-2002 CFO Profile Study, Mr. Daubenspeck’s advice was to separate yourself from that profile as much as possible. “You don’t want to be another ‘me too’—you need to differentiate yourself and much as possible. Focus on what you do best and use that to formulate your strategy to sell yourself to the organization.” He went on to say that you have to always be prepared to show the value of your potential contributions.

“Ken was right when he compared the job search to making a sale,” says Jim Anfield, FLA member. “In my dot.com experience, I was constantly focusing on the organization’s core competencies and selling those to my clients. The same goes for a job search.”

Jon Paul, FLA President, said “Ken’s discussion of the current economy and the effects of poor staffing were incredibly appropriate for our members. Many times, the staffing function reports to the financial executives so this was an important learning experience for them. And his frank talk about the job search gave many of our members ideas for their own job search.”

Finance Leaders Association

Finance Leaders Association is a division of FENG, the Financial Executives Networking Group, an international organization CFOs, controllers and vice presidents of finance, treasury, tax and mergers and acquisitions.

Ken Daubenspeck

Ken Daubenspeck is Midwest Managing Director, and Global Information Technology Sector Leader for D.E. Foster Partners, the 15th largest executive search firm worldwide. Ken is also the Chief Executive Officer of Daubenspeck & Associates, a Foster Partner.

He has worked in executive search and organizational development for 21 years. Ken is an expert in combining the complexities of organizational and cultural fit with executive search. He works with some of the biggest names in financial services, hospitality, communications, consulting and retail. His proactive search methods are tailored to the specific needs of the client—not a cookie-cutter approach. Commitment and quality service are the tenets of Daubenspeck & Associates.
