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Business Record

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Gallup poll: Poor managers cost nation \$450 billion

Poor managers cost the U.S. economy \$450 billion to \$550 billion per year by disengaging employees, a [Gallup poll](#) found. Among full-time employees, 70 percent are disengaged and uninspired, the poll found.

Also, more than 2.5 million workers quit their jobs in June 2014, and the trend is increasing.

The International Center for Management & Organization Effectiveness recently conducted a survey on the characteristics of a strong work environment, [Huffington Post blogger Andre Bourque wrote](#). As a coaching and leadership training company, the center wanted to know how it could help companies eliminate the bosses from hell, the high turnover and the employee disengagement.

Among the suggestions:

- Make eye contact, but not too much. When you look away, do not look down; instead, look up or to the side.
- Help others rise with the tide of success in your team or company. Keep everyone moving forward and progressing to ensure continued success.
- Leaders must be forward-thinking and strategic. Help your team understand the vision and know their part. This will help them know their role and understand how they can help themselves to learn and grow within that role.



Stock Prices

Company	Price	+/-
Dow	17,359.95	-253.73
NASDAQ	4,624.45	-37.05
Am. Equity	26.93	-0.35
Arts-Way	4.93	0.00
Ames Nat.	24.00	-0.27
Bank Am.	15.98	-0.47
Meta Fin.	33.42	-0.57
Casey's	92.32	-0.61
Rockwell	84.11	-0.31
DuPont	72.52	-0.62
Deere	85.60	-0.29
Dice	9.90	-0.13
EMC	33.79	-0.11
FBL Fin.	52.64	-0.54
Fidelity Gu.	22.43	-0.14
Flexsteel	30.64	0.43
Gannett	30.70	-0.56
Green Plains	21.29	-0.95
HNI Corp.	50.14	0.36
Hrtland Exp.	26.69	-0.06
Hrtland Fin.	26.26	-0.23
Lee	3.22	-0.08
Meredith	53.00	0.05
Marsh	55.81	-0.40
MidWestOne	28.14	-0.01
NewLink	40.52	0.51
Principal	48.20	-1.28
Ren. Eng.	9.00	-0.20
United Fire	28.33	-0.03
U.S. Bank	41.15	-0.95
Voya	39.36	-1.04
Wells Fargo	50.90	-0.95
Winnebago	20.10	-0.50
Windstream	8.51	0.16
Workiva	15.65	0.79

Morning Business Headlines

World Bank cuts global growth forecast

[CNNMoney](#): The World Bank has cut its projections for the global economy, warning that the world can not rely on the U.S. as its single growth engine. In its biannual report, the bank forecast that the world economy will grow 3 percent this year and 3.3 percent in 2016, down from its earlier forecast of 3.4 percent and 3.5 percent, respectively.

Apple, Google reach new deal to end U.S. lawsuit over poaching

[Reuters](#): Four Silicon Valley companies, including Apple Inc. and Google Inc., have agreed to a new settlement that would resolve an antitrust class-action lawsuit by tech workers, who accused the firms of conspiring to avoid poaching each other's employees. Plaintiffs accused Apple, Google, Intel Corp. and Adobe Systems Inc. in the 2011 lawsuit of limiting job mobility and, as a result, keeping a lid on salaries.

Oil collapse of 1986 shows rebound could be years away

[Bloomberg](#): The last time excess supply caused a plunge in oil, it took almost five years for prices to recover. A chart on Bloomberg.com shows how West Texas Intermediate, the U.S. oil benchmark, tumbled 69 percent from \$31.82 a barrel in November 1985 to \$9.75 in April 1986 when Saudi Arabia, tiring of cutting output to support prices, flooded the market. Prices didn't claw back the losses until 1990. Oil has dropped 57 percent since June, and members of the Organization of Petroleum Exporting Countries say they're willing to let prices sink further.

West Bank 16.39 -0.02

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Affordable housing as economic development

Polk County Housing Trust Fund's Eric Burmeister sees the lack of affordable units as workforce issue. [Read more](#)

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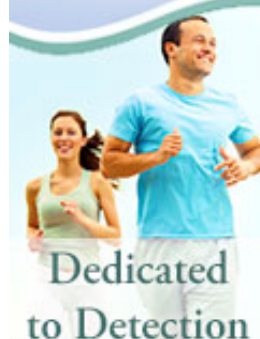


Today's IowaBiz.com blog

In one ear, out the other

The first step in solving a problem is understanding *what the problem actually is*. And active listening is the first step toward that goal. Anthony Paustian, provost for Des Moines Area Community College in West Des Moines, has tips for learning to actively listen. Read him [here](#).

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News Briefs

BirdDog reports double-digit revenue growth

BirdDog, the Urbandale-based company that recruits and tracks applicants for construction industry jobs, experienced 53 percent growth in revenue for the 2014 fiscal year, the largest in the company's history, according to a release on [BusinessWire](#). As a result, the company added 27 employees and doubled its office space. BirdDog also completed a \$4 million Series A funding round last year that was led by Next Level Ventures. Next Level joined prior and return investor Bridgepoint Investment Partners.

Increase in lending boosts Wells Fargo revenues

Wells Fargo & Co. said today that its profits rose slightly in the fourth quarter as it continued to lend more money and decrease the amount it set aside to cover soured loans, The New York Times reported. Profits rose 2 percent, to \$5.71 billion, from \$5.61 billion in the period a year earlier, while revenues increased 4 percent, to \$21.4 billion. The earnings translated into \$1.02 a share, matching the expectations of analysts surveyed by [Thomson Reuters](#). Wells Fargo said in a release that loans rose 4 percent to \$849.4 billion from the year-ago quarter, while deposits increased 8 percent to \$1.1 trillion.

STEM Council executive committee meets

The Executive Committee of the Governor's STEM Council will meet by telephone at 10:30 a.m. Thursday to take a roll call vote regarding the approval of the recommended STEM Scale-Up Programs. Access to the meeting via speaker phone will be offered at the Iowa Governor's STEM Advisory Council Administrative Office, Room 214, East Bartlett Hall, University of Northern Iowa. For more information, call 319-273-2716.

Unemployment judge becomes third to sue state, Wahlert

In the third such case, an Iowa Workforce Development administrative law judge is suing the state and former agency director Teresa Wahlert. Susan Ackerman, who testified last summer in legislative hearings on the agency, says she received a negative performance review in the fall -- the first of her career -- and was suspended in retaliation for her testimony, [reports DesMoinesRegister.com](#). Ackerman also claims that the appeals bureau at Workforce Development changed dramatically after Wahlert was appointed in 2011 and that Wahlert "interfered with the bureau's work, attempting to turn a fair and impartial administration of unemployment benefits into a process that is biased in favor of employers over employees." A department spokesman told the Register that it would not comment on the lawsuit.

U.S. retail sales post largest decline in 11 months

U.S. retail sales recorded their largest decline in 11 months in December as demand fell almost across the board, which could temper expectations for a sharp acceleration in consumer spending in the fourth quarter, [Reuters reported](#). The Commerce Department said on Wednesday that retail sales fell 0.9 percent last month after a 0.4 percent increase in November. It was the biggest decline since last January and exceeded economists' expectations for only a 0.1 percent drop.

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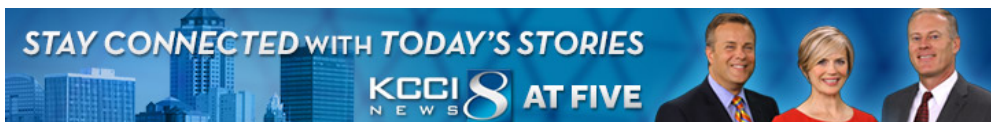
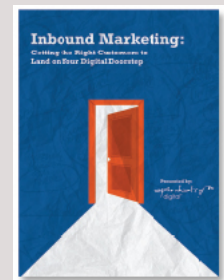


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KCCI Top Stories

Marshalltown police: Man douses 2 in gas, lights fire

A mother and daughter were burned early this morning, when the boyfriend of one of the women allegedly doused them in gasoline and set them on fire. When police arrived shortly before 1 a.m. at an apartment at 106 Fourth St., they found a woman leaving the home with her clothing on fire, and the home in flames. Both women were taken to Marshalltown Medical and Surgical Center, and transferred to University of Iowa Hospitals and Clinics in Iowa City. The condition and identity of the women was not immediately released. They were able to talk to police, and when police searched the area, they found and arrested Esperidion "Eddie" De Los Santos, 24, of Marshalltown. He is charged with two counts of attempted murder, two counts of willful injury, aggravated domestic abuse and first-degree arson. He is being held in the Marshall County Jail. Firefighters said the home had fire damage to the second floor and attic.

Chief justice to deliver 'state of the judiciary' to Legislature today

Iowa's chief justice is expected to address the Iowa Legislature in the annual "state of the judiciary" address. Chief Justice Mark Cady of the Iowa Supreme Court is scheduled to speak this morning. Gov. Terry Branstad's proposed budget shows the judicial branch is requesting more than \$182 million for the fiscal year that begins July 1, an increase of more than \$8 million over the current year. In past speeches, Cady has said a larger budget will help the state's court system improve efficiency and attract the best employees.

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KCCI Weather



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Today:

High in the upper 20s.
Mostly sunny.
West wind 5 to 10 mph.

Tonight:

Low of 16.
Mostly cloudy in the evening
then becoming partly cloudy.
Southwest wind 5 to 10 mph.

Mobile Speed Unit Locations

Today:

2300 block of Indianola Road - northbound
2500 block of Second Avenue - southbound

Thursday:

7300 block of Fleur Drive - northbound
4100 block of 12th Street - southbound

See the full week's listing on the Des Moines Police Department's [Facebook page](#).

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