Hi Charlie, long time, no see....

I have a feeling that you totally misunderstand the Dunbar number. Yes, there is a discussion about it, but it's just not relevant to the problem you describe.

Of course, a new coming exec creating havoc in business is a fairly common thing. It's just not related to the Dunbar number at all.

I have two examples, one well above the Dunbar number and another, unfortunately, well below it.

Example #1. Well above Dunbar number.

Google hired a new exec from PayPal to lead its Shopping organization. Naturally, he believes that the important part is transactions and payments, not advertising retail items. In a few years the Shopping org was partially reorged into "Commerce" and the rest was dropped into the core Ads org. A lot of internal connections were broken, I, personally, lost access to a bunch of dashboards I built myself. Many people (yeah, managers, I know at your level only they can be called "people") complained without any success…

The whole thing ended with the "new" exec leaving the company with a golden parachute about a year ago to destroy Pinterest. This involved an org with thousands of people.

Example #2. Well below Dunbar number.

I led a team of about 12 people. My manager needed to put someone between me and him to become a "director". He hired a lady from our Indian office. She started by destroying everything or real value our team provided and replacing it with a slideware that she could present to upper management. It was  truly a slideware, there was no substance behind it whatsoever. Literally. Those were slides, nothing else existed.

I left the team. For two years the destruction continued. The manager left the team to get a two level org underneath. About a month ago the whole team was laid off.

As you see, Dunbar number is not relevant here. That's not what you are fighting with when a new manager (exec) is coming aboard.