

Managing toxic leaders: Dysfunctional patterns in organizational leadership and how to deal with them.

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MANAGING TOXIC LEADERS: DYSFUNCTIONAL PATTERNS IN ORGANIZATIONAL LEADERSHIP AND HOW TO DEAL WITH THEM

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Abstract

This study reviews different typologies of toxic leaders in organizations—from bullies to narcissistic leaders. Unfortunately, toxic leaders are a painful but common reality in many organizations. Their destructive and dysfunctional personal characteristics often generate enduring poisonous effects on those they lead. They are identified by selfish outcomes in their decision-making and how they leave subordinates worse off than they began. What distinguishes excellent from average managers is their ability to effectively manage their subordinates. Dysfunctional leaders in the workplace. Even though some organizations may promote or simply tolerate toxic leaders for economic or political reasons, the long-term impact on the company's mission and reputation is underestimated. The author suggests some effective coping strategies to identify, address, and transform toxic leaders and workplaces.

Identifiers

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Bibliography



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