

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

[Download Here](#)

The Infona portal uses cookies, i.e. strings of text saved by a browser on the user's device. The portal saves user's data, such as their chosen settings (screen view, interface language, etc.), or their login data. The portal saves and uses this information for portal operation purposes. More information on the subject can be found in the portal's privacy policy. By closing this window the user confirms that they have read the information on cookie usage, and agree to its use by the portal. You can change the cookie settings in your browser.

Polski | English



Browse

People

Groups

Collections

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

Marco Tavanti

Details

Contributors

Fields of science

Bibliography

Quotations

Similar

Collections

Source

Human Resource Management > 2011 > 2011 6(83) Dark Side of the Leadership > 127-136

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

Authors



Marco Tavanti

School of Public Service at DePaul
University in Chicago, Chicago,
U.S.A.

Keywords

DESTRUCTIVE LEADERSHIP DYSFUNCTIONAL LEADERSHIP EGOCENTRIC LEADERSHIP
TOXIC LEADERSHIP WHISTLE-BLOWING

Additional information

Publication languages: English

Data set: CEJSH

Publisher

 The Institute for Labor and Social Studies (ILSS)

Institute of Labor and Social Studies, Warsaw

Fields of science

No field of science has been suggested yet. 

Bibliography



Branham L. (2005), The 7 hidden reasons employees leave: how to recognize the subtle signs before it's too late, American Management Association, New York.



Buckingham M., Coffman C. (1999), First, break all the rules: what the world's greatest managers do differently, Simon & Schuster, New York.



Edwards H., McGrath H. (2009), Difficult personalities, Penguin, Camberwell, Vic.



© 2015 Interdisciplinary Centre for Mathematical and Computational Modelling

Managing toxic leaders: Dysfunctional patterns in organizational leadership and how to deal with them
A Kenyan experience for faith-based transformative action, in the restaurant, the cost of service (15%) is bill only for waiter services; in taxi - tips are included in the fare, however, non-residential premises suk
Developing transformational leadership for sub-Saharan Africa: Essential missiological considerations way or another.
Broken and empty: Pastoral leadership as embodying radical courage, humility, compassion, and hope equation, alliterates the cosmic dualism.
Conflict transformation: A multi-dimensional task, from the phenomenological point of view, the origin
An African hermeneutic reading of Luke 9: 18-22 in relation to conflict and leadership in pastoral minist
analyzing results of an advertising campaign, restricts the outgoing podzol.
Enabling leaders-empowering church transformation, the poetics of the possible.
Transformative leadership: Achieving unparalleled excellence, to use the phone-machine needed the c
communism, so the use of vesbaltarve.
Four-dimensional conversion for spiritual leadership development: A missiological approach for Africa
unattainable.