

Toxic Workplace!: Managing Toxic Personalities and Their Systems of Power



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Reviews

The most effective publication i ever go through. It really is writter in simple phrases and not hard to understand. I am just easily will get a satisfaction of looking at a written publication.

(Ila Pfeffer IV)

TOXIC WORKPLACE!: MANAGING TOXIC PERSONALITIES AND THEIR SYSTEMS OF POWER



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Audible Studios on Brilliance, United States, 2016. CD-Audio. Book Condition: New. Unabridged. 171 x 133 mm. Language: English . Brand New. The day this person left our company is considered an annual holiday! This quote, taken from Kusy and Holloway s research on toxic personalities, echoes the frustration and confusion that come from working with or managing an extremely difficult person. Just one toxic person has the capacity to debilitate individuals, teams, and even organizations. Toxic Workplace! is the first book to tackle the underlying systems issues that enable a toxic person to create a path of destruction in an organization, pervading others thoughts and energies, even undermining their very sense of well-being. Based on all-new research with over 400 leaders, many from the Fortune 500 list, this book illustrates how to manage existing toxic behaviors, create norms that prevent the growth or regrowth of toxic environments, and ultimately design organizational communities of respectful engagement. Kusy and Holloway s research reveals the warning signs that indicate a serious behavioral problem and identifies how this toxicity spreads in systems with long-term effects on organizational climate, even after the person has left. Their two-year, cutting-edge research study provides very specific actions that leaders need to take to reduce both the intensity and frequency of toxic personalities at work. No other book provides this menu of options from a systems perspective with practical relevance in real work situations. You ll learn how to identify the toxic personality and describe the leader reactions and approaches that typically don t work. Toxic Workplace! provides hands-on approaches that work with research-based strategies at the individual, team, and organizational level. Toxic Workplace! will provide new insights on how leaders lead, how organizational cultures sustain themselves, and how teams deal with toxic personalities.



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