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How a Leaders Can Change a Toxic Organizational Culture

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Recommended Citation

Lear, Tammy, "How a Leaders Can Change a Toxic Organizational Culture" (2018). *M.S. in Leadership*. 111.

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How a Leader Can Change a Toxic Organizational Culture

Tammy J. Lear

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Behaviors and Leadership Styles

- ❖ Identifying Toxic Behaviors
 - ❖ Destructive gossip, bullying, aggression, public humiliation, sexual harassment, void of joking, laughing and celebrating, and/or passive-aggressive leadership.

- ❖ Leadership Styles
 - ❖ Global Leadership and Organizational Behavior Effectiveness (GLOBE)
 - ❖ Performance-oriented, team-oriented, participative, humane, autonomous and self-protective.

Kotter's Eight Step Change Model

- ❖ 1. Establish a sense of urgency
- ❖ 2. Pull together the guiding team
- ❖ 3. Create a vision
- ❖ 4. Communicate the vision
- ❖ 5. Empower others to act
- ❖ 6. Plan and create short term wins
- ❖ 7. Don't let up
- ❖ 8. Make change stick!