

# Toxic Leadership in Companies – The Impact of Poor Leaders



## Toxic Leadership and How Poor Leadership Destroys Companies and Motivation



### What is Toxic Leadership?

Toxic leadership refers to the behavior of leaders who use pressure, fear, lies, slander, bullying, etc., to lead others and focus on their own advantage. They exhibit egocentric behavior and greed, with "walking over corpses" being part of the leadership culture. Toxic leaders communicate little, are easily irritable, aggressive, and never take blame.



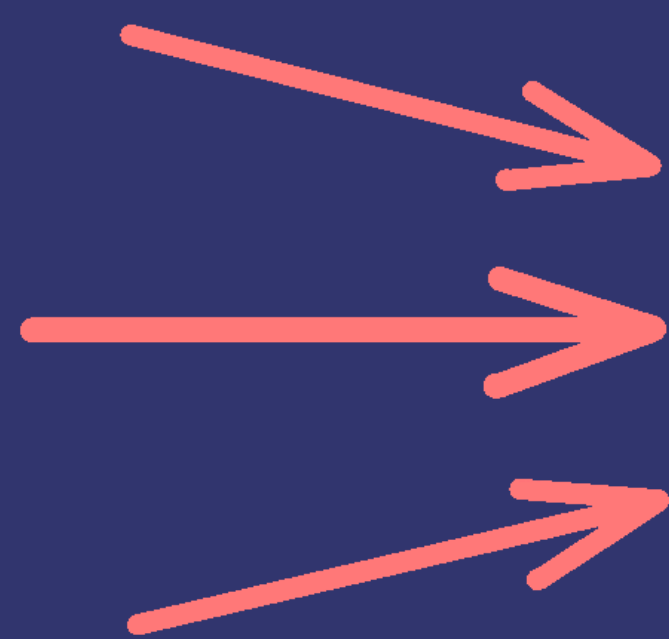
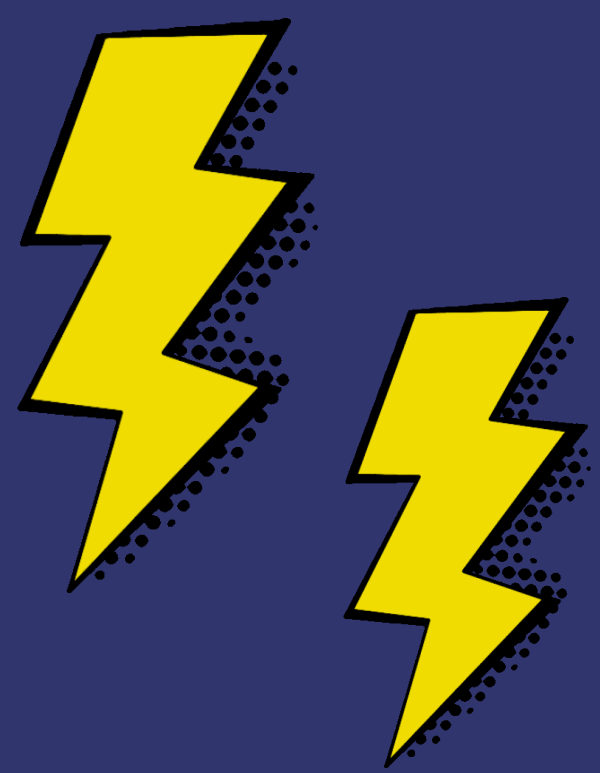
What happens to the best leaders and employees when they are constantly exposed to a toxic leadership culture?



Our good leader then has to absorb all the "poison" and not pass it on to their employees. A Herculean task.



Therefore, the danger is very high that our good leader will slowly but surely become desensitized and adopt at least slightly toxic behaviors themselves.



Toxic Leader

Non-Toxic Leader below

Non-Toxic Leader after a while

The non-toxic leader will be at least adopt a slightly toxic behavior

### Toxic Leadership is Accepted for Too Long!

Because they might bring good results for the company, no one considers the consequences.



Toxic leadership behavior could be detected in **85%** of German companies.\*

\*According to a study by Kai C. Bormann, which used more than 35,000 data sets from the rating platform kununu.com

A toxic leadership culture can cause:

- High recruitment costs from increased turnover
- Hidden problems leading to severe consequences (e.g., Boeing 737MAX)
- Delayed issue detection after leaders leave
- Employee burnout and compensation costs
- Rule-breaking, harming reputation and economy (e.g., Wirecard, Diesel scandal)
- Reduced productivity due to intimidation and monitoring efforts

### **But you don't have to join in!**

Ensure you **team up** with employees and other leaders, **exemplifying honest, motivating, transparent, and consistent leadership.**

Remember, leadership is not a popularity contest. It involves making tough decisions that may not be popular but are necessary.

**This is not toxic; it's part of being a leader.**