

# DESTRUCTIVE LEADERSHIP:

Prevention, intervention, and self-reflection techniques

(2 day course with 3,457 PowerPoint slides)



Happier  
Horizons

## WHY STUDY DESTRUCTIVE LEADERSHIP TO BECOME A BETTER LEADER?

Leadership research and training has traditionally focused on the positive side of leadership and transmitted an over-preoccupation with romantic, idealized, and sadly uncommon forms of positive leadership. The last 20 years, however, have seen a small, but ever-increasing shift towards also researching the dark side of leadership. Unfortunately, leadership training courses are lagging behind by not teaching individuals how to prevent, intervene, and learn from such destructive leaders. This course rectifies that problem. In this course you will (1) learn the key characteristics of the major forms of destructive leadership; (2) learn the deleterious economic and social impact on employees, organisations, and society; (3) discuss ways to prevent destructive leadership; (4) learn how to implement intervention strategies to diminish destructive leadership; and (5) be given substantial opportunities for self-reflection about your own leadership practices.

## 13 COURSE OUTCOMES:

By the end of this 2-day course you will:

- be able to explain the key features and negative impact of 10 destructive leadership styles (authoritarian, borderline personality, grandiose narcissism, machiavellianism, megalomania, psychopathy, racially destructive, sexually destructive, tyrannical, vulnerable narcissism), know why they are not models to pursue, and know to what extent you lead in these ways,
- be able to explain the impact of underlying destructive leadership variables (e.g., CU traits,...),
- understand key concepts related to destructive leadership (e.g., conducive environments, dark triad, susceptible followers, toxic triangle, vulnerable dark triad),
- understand key concepts of sexually and racially destructive environments (racial discrimination, racism, sexual harassment, social dominance orientation, structural racism),
- understand the implications of some psychological research concerning sexism and racism,
- have decided (1) whether personality traits have any utility; and (2) whether you're a particular kind of person, or just have thoughts, that lead to feelings, that lead to actions,
- examined whether you need to change your leadership behaviours,
- know what to do to change yourself or help others change to become non-destructive leaders,
- have more confidence to handle situations most leaders would consider difficult,
- understand how to put into action pre-emptive and follow-up strategies to reduce (1) destructive leadership, (2) sexual abuse, and (3) racial harassment,
- have a clearer vision of how you want to lead and been provided the Phenomenal Leadership Pyramid as a model to produce a greater frequency of positive results,
- have decided (1) whether you want to be flexible and use a constructive leadership model according to your circumstances, and (2) if you want to create a healthy work environment, and
- have been stimulated to increase the frequency with which you lead phenomenally.

## THE FOLLOWING LEADERS WILL BE EXAMINED IN-DEPTH:

Adolf Hitler	Fidel Castro	Lee Kuan Yew
Arthur Roberts	François Mitterrand	Lyndon Johnson
Arturo Toscanini	George Soros	Mike Rice
Cécile Kyenge	Harvey Weinstein	Niccolò di Bernardo dei Machiavelli
Donald Trump	Hastings Banda	Sepp Blatter
Donny Williams	Jamie Masada	Suhani Mohan
Eva Perón	Jean-Marie Messier	William Dampier
Felix Magath	Kwesi Nyantakyi	Willy Brandt

**DAY 1****9:00AM - 9:30AM****SESSION 1: LEARN FROM LEADERSHIP'S DARK SIDE**

- 10 mins - What kind of leader is George Soros?
- 5 mins - Why focus on the dark side of leadership?
- 5 mins - Learning methodology and objectives
- 5 mins - Logistical information
- 5 mins - 5 + 1 questions

**9:30AM - 10:30AM****SESSION 2: DESTRUCTIVE LEADERSHIP**

- 12 mins - Introduction to destructive leadership
- 11 mins - What is destructive leadership?
- 7 mins - Was Kwesi Nyantakyi a destructive leader?
- 10 mins - Features of destructive leadership
- 8 mins - Was Sepp Blatter a destructive leader?
- 12 mins - Reducing destructive leadership

**10:30AM - 10:50AM***Break***10:50AM - 11:50AM****SESSION 3: GRANDIOSE NARCISSISTIC LEADERSHIP**

- 8 mins - What is grandiose narcissism?
- 8 mins - Grandiose narcissistic leaders
- 8 mins - Was Jean-Marie Messier a grandiose narcissist?
- 4 mins - Are you a grandiose narcissist?
- 7 mins - Was President Johnson a grandiose narcissist?
- 25 mins - 13 pre-emptive and follow-up strategies

**11:50AM - 12:10PM***Break***12:10PM - 1:10PM****SESSION 4: MACHIAVELLIAN LEADERSHIP**

- 10 mins - Niccolò di Bernardo dei Machiavelli
- 10 mins - What is Machiavellianism?
- 15 mins - Was François Mitterrand a Machiavellian leader?
- 10 mins - Machiavellian employees and leaders
- 5 mins - Are you Machiavellian?
- 10 mins - Is your callous-unemotional score too high?

**1:10PM - 2:10PM***Lunch***2:10PM - 3:10PM****SESSION 5: PSYCHOPATHIC LEADERSHIP**

- 25 mins - What kind of leader was Adolf Hitler?
- 5 mins - What is psychopathy?
- 10 mins - Psychopathic employees and leaders
- 5 mins - Are you a psychopath?
- 15 mins - The worst dark triad leadership style

**3:10PM - 3:30PM***Break***3:30PM - 4:30PM****SESSION 6: VULNERABLE DARK TRIAD LEADERSHIP**

- 4 mins - What is the vulnerable dark triad?
- 4 mins - What is vulnerable narcissism?
- 4 mins - Is John a vulnerable narcissist?
- 4 mins - Vulnerable narcissistic employees and leaders
- 4 mins - Are you a vulnerable narcissist?
- 10 mins - What is borderline personality?
- 10 mins - Is Jane a borderline personality leader?
- 20 mins - Low empathy and high selfishness (+ entitlement)

**4:30PM - 4:45PM***Break***4:45PM - 5:00PM****SESSION 7: BECOME A BETTER LEADER**

- 5 mins - Reminder of what we have covered
- 5 mins - 3 questions
- 5 mins - 10 tips for dealing with dark triad personnel

**DAY 2****9:00AM - 9:50AM****SESSION 1: MEGALOMANIAC LEADERSHIP**

- 12 mins - What is megalomaniac leadership?
- 18 mins - Was Eva Perón a megalomaniac leader?
- 20 mins - What would you do if...?

**9:50AM - 10:40AM****SESSION 2: TYRANNICAL LEADERSHIP**

- 15 mins - What is tyrannical leadership?
- 5 mins - Are you a tyrannical leader?
- 10 mins - Was Arturo Toscanini a tyrannical leader?
- 20 mins - What would you do if...?

**10:40AM - 11:00AM***Break***11:00AM - 11:50AM****SESSION 3: AUTHORITARIAN LEADERSHIP**

- 5 mins - What is authoritarian leadership?
- 5 mins - Are you an authoritarian leader?
- 10 mins - Was Felix Magath an authoritarian leader?
- 30 mins - What would you do if...?

**11:50AM - 12:10PM***Break***12:10PM - 1:00PM****SESSION 4: SEXUALLY DESTRUCTIVE LEADERSHIP**

- 10 mins - An opinion of President Abraham Lincoln
- 10 mins - The main message of Harvey Weinstein
- 14 mins - Sexually abusive Dutch creative industry leaders
- 5 mins - How to prevent and redress sexual harassment
- 5 mins - How Suhani Mohan avoids hiring sexist employees
- 6 mins - Leaders of employees who sexually abuse

**1:00PM - 2:00PM***Lunch***2:00PM - 3:00PM****SESSION 5: RACIALLY DESTRUCTIVE LEADERSHIP**

- 10 mins - Was William Dampier a racially destructive leader?
- 4 mins - The impact of racism and structural racism
- 5 mins - What can you learn from Cécile Kyenge?
- 10 mins - Is Jamie Masada a racially destructive leader?
- 5 mins - How to prevent and redress racial discrimination
- 15 mins - How Donny Williams handled racially inappropriate jokes
- 11 mins - Do you prefer unequal relationships (social dominance orientation)?

**3:00PM - 3:20PM***Break***3:20PM - 4:20PM****SESSION 6: DESTRUCTIVE LEADERS, SUSCEPTIBLE FOLLOWERS, AND CONDUCIVE ENVIRONMENTS**

- 5 mins - The personality traits of Harvey Weinstein
- 10 mins - Are personality traits a waste of time?
- 10 mins - Destructive leaders, susceptible followers, and conducive environments
- 15 mins - The L/F/E of Fidel Castro, Adolf Hitler, and Donald Trump
- 20 mins - A better model of leadership for you

**4:20PM - 4:40PM***Break***4:40PM - 5:00PM****SESSION 7: WHAT WILL YOU NOW DO DIFFERENTLY?**

- 5 mins - Reminder of what we have covered
- 5 mins - 7 questions
- 3 mins - Future possibilities
- 7 mins - A true leader