



by Jakob Hutter

Effective leaders who demonstrate confidence, courage, compassion, and character enable an organization's success. Stay in any organization long enough, and you will understand that counterproductive leaders can leave serious harm to both the individual and to the organization. These behaviors are not immune from any one individual, but regardless of where it occurs, the short- and long-term effects can be destructive and detrimental to the future success of the organizational climate and culture. It is important then to understand what leaders are responsible for, the impact of counterproductive behaviors, and how you can recognize and overcome these behaviors to benefit your team and organization.

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