

1. Record Nr.	UNINA9910460556703321
Autore	Sheridan Terry A.
Titolo	Malevolent managers : insights using executive impression management // Terry A. Sheridan
Pubbl/distr/stampa	London : , : Routledge, , 2016
ISBN	1-134-80516-0 1-315-56270-7 1-4724-1602-3
Edizione	[First edition.]
Descrizione fisica	1 online resource (254 p.)
Disciplina	658.4/07
Soggetti	Executives - Selection and appointment Executives - Psychology Executives - Rating of Problem employees Personnel management Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"A Gower Book"--Cover. First published 2016 by Gower Pub.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Cover; Contents; List of Figures; List of Tables; Acknowledgements; Foreword; 1 A New Typology of Discerning Management Behaviour; 2 Theoretical Underpinnings to the Research; 3 The Findings Regarding the Respectful Executive Impression Management; 4 The Tyrant and Mediocre Executive Impression Management; 5 How to Identify a Malevolent Manager; 6 The Impression Management Strategies used by Non-fraudster Managers; 7 Methods of Malevolent Managers; 8 Confronting the Malevolent Manager - The Careful Process of Unmasking 9 How to Choose a Manager Who Uses Respectful Executive Impression Management 10 How to Instil Respect in your Workplace Despite Malevolent Managers and your Position in the Organisation; 11 Sharing is Caring; Conclusion; Appendix A; Appendix B; References; Index
Sommario/riassunto	Dr Terry A. Sheridan employs a new and unique theoretical perspective

to examine how malevolent, tyrannical and mediocre managers commonly use violence in the workplace, not necessarily physical violence, but bullying, overt and covert emotional abuse - all forms of negative behaviour that are damaging to individuals and organisations. The theoretical basis for the author's analysis and prescriptions is the new perspective of Executive Impression Management, which stems from Dr Sheridan's research into the differences between a number of types of executives from their co-workers' point of view. That investigation developed indicators to identify different negative management types and also helped define what has been called respectful management - the sort exercised by those managers who are good stewards. What makes this book unusual is that it is derived from qualitative research and covers an area where hardly any scholarly work has been produced. The author argues that the research methodology employed has resulted in a better understanding of impression management than has hitherto been possible. It addresses the confusion that often abounds regarding who is a good or bad manager and the fact that we can identify bad management through measures of company or organisational performance, but not how and why it went wrong. It will assist the leadership of organisations to make the right decisions about recruitment and promotion and to identify and challenge poor performance effectively.
