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Sommario/riassunto	One of the big mysteries of the current era is "Why are there so many bad leaders in the news and why weren't they identified and excluded during the recruitment screening process?" My guess is that the capabilities and sensitivities corporations have developed to spot bad business unit managers aren't always used to weed out bad candidates for top leadership. Unit managers operate in a world of 360 degree feedback. Increasingly, their job is to steer a participatory democracy where creative talent and technologists speak truth to power, where customers rule, and where almost every facet of th