

Module 1: Leadership

1.2 Exploring positive and negative leaderships

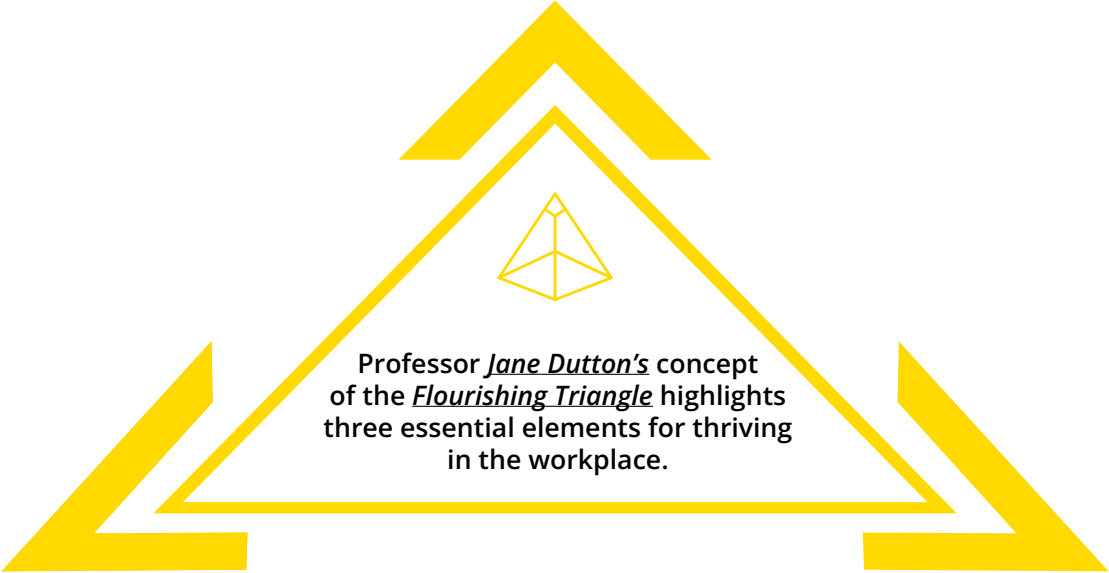
1.2.1 4Ps and Flourishing Triangle

Professor Kim Cameron introduced *positive leadership* with a set of strategies known as the *4Ps*. These strategies aim to create a thriving workplace by cultivating a **positive climate, fostering strong relationships, encouraging supportive communication, and creating meaningful purpose** in employees' work lives.

The purpose of these strategies is to transform workplaces into environments where positive experiences, supportive interactions, and meaningful connections among team members are emphasized. By focusing on gratitude, compassion, and forgiveness, positive leadership counters negativity and energizes teams to perform at their best.

Positive emotions

Like gratitude and joy contribute to a positive work atmosphere.



Professor *Jane Dutton's* concept of the *Flourishing Triangle* highlights three essential elements for thriving in the workplace.

Positive meaning

Helps employees find value and purpose in their daily work tasks.

Positive connections

Involve building meaningful interactions that strengthen teamwork.

The aim is to integrate these elements into the organization's culture, daily operations, and networks to improve employee engagement and well-being. This approach not only lifts spirits but also emphasizes the importance of fostering a supportive and fulfilling workplace using positive leadership methods (Vera, Samba, Kong, & Maldonado, 2020).

1.2.2 Negative leadership

Negative leadership is like a dark cloud overshadowing a bright workday. Instead of uplifting teams, it brings down morale faster than deflating a balloon. Imagine a boss who practices abusive supervision or petty tyranny, draining enthusiasm and increasing turnover rates.



In this research, we explore the depths of negative leadership. Picture a charismatic leader whose failed attempts leave the team disheartened. Consider how teams cope with tyrannical bosses, either resigning to the status quo or bravely pushing for change. Beware narcissistic leaders who justify harsh actions by viewing everyone around them negatively.



But there's hope! Research shows tyrannical bosses may crush short-term happiness, while laissez-faire leaders drain enthusiasm over time. On the bright side, leaders who foster positivity and learning help teams thrive even through mistakes. Let's use these insights to cultivate workplaces where positivity reigns, making every day feel like a win (Schilling & Schyns, 2015)!

