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| **Title of Article/Video/Podcast**: Transformational Leader |
| **Main message**: In a few short sentences, using your own words, explain the main message in this article/video; the big picture. What was it about?  Narcisist leaders can do more harm than good for the company. On one hand their over-confidence and entitled behavior might profit the company when they need to take big risky decisions but it will also affect the company culture and will encourage risky behavior. Its important to differentiate between narcissistic v/s transformational leaders. |
| **Concepts/arguments**: Here list the new concepts/arguments that you learned. If you can personally relate to anything that was discussed, point it out here.  There is a small diff between narcissistic and transformational leaders. Very important to distinguish and hire the right leaders.  Theranos example .  Interview techniques to hire right inidividuals.  We ignore the dark side and glorify their accomplishments. (eg. Trump)   * Cultivate culture when team work and integrity more than individual achievement is valued. * Track record of Developing others and sharing credit for their success. * Interview team members to ask for candid opinion   Manage narcissistic managers:   * 360 degree performance review. Part of compensation tied to feedback. * Keep pay difference between ceo and executives small * Regular culture assessments. |
| **Any AHA moments and further questions** that come to mind:  Steps to minimize narcissistic behaviors. |
| **Concrete Action Step**: Here list one thing that you will do differently based on what you learned from this article/video/podcast:  When looking at company culture , will evaluate how they award employee behavior. Look for signs if they only value individualistic or group/team behavior. |