

NEW



SAICE Academy Mastering Soft Skills as an Engineering Professional – Signs of Toxic Leadership: How to Identify and Address Harmful Workplace Behaviours

0,1 CPD POINTS

SAICEEL25/04091/28

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Signs of Toxic Leadership: How to Identify and Address Harmful Workplace Behaviours

Presented By: SAICE Volunteers

Fully On-Line

A Crucial Guide for Young Engineering Professionals

Toxic leadership can severely impact productivity, morale, and career growth. In the demanding environment of engineering, recognizing and addressing these harmful behaviours is essential for both individual well-being and organizational success.

This practical course, *"Mastering Soft Skills for Engineering Professionals: Signs of Toxic Leadership: How to Identify and Address Harmful Workplace Behaviours,"* brought to you by SAICE Academy, provides young engineering professionals with the tools to identify, respond to, and recover from toxic leadership patterns in South African workplaces.

What You Will Learn: Recognizing and Responding to Toxic Leadership.

This course delves into the 7 critical signs of toxic leadership and their profound impact, equipping you with actionable strategies to protect yourself and your team. Key areas covered include:

Leading with Fear, Not Trust: Understand how fear-based leadership stifles innovation, reduces psychological safety, and increases disengagement.

Taking Credit but Shifting Blame: Identify leaders who exploit team efforts for personal gain and deflect responsibility for failures.

Micromanaging Everything: Recognize the hidden costs of excessive control, including decision delays, motivation loss, and skill atrophy.



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Creating Confusion Instead of Clarity: Learn to spot leaders who deliberately maintain ambiguity, leading to wasted effort and inevitable rework.

Draining Energy Instead of Fuelling It: Understand how toxic leaders deplete team enthusiasm, creativity, and mental health.

Playing Favourites: Identify the detrimental effects of favouritism on team trust, effort, and legal risks.

Blocking Growth: Recognize behaviours that withhold development opportunities, stifle feedback, and impede career progression.

How to Protect Yourself and Your Team:

This course provides practical guidance on how to navigate toxic workplace dynamics, including:

- **Documenting Everything:** Maintain detailed records of conversations, decisions, and achievements.
- **Building a Support Network:** Develop relationships with colleagues, mentors, and sponsors outside your immediate reporting line.
- **Maintaining Skills Currency:** Invest in your own development to stay competitive.
- **Setting Clear Boundaries:** Establish and maintain professional boundaries to protect your time and emotional space.
- **Knowing When to Take Action:** Understand when to consider formal action, including legal resources like the CCMA and Department of Labour.

Invest in Your Future

By completing this course, you will be able to:

- Identify and understand the various forms of toxic leadership.
- Develop strategies to protect your well-being and career.
- Contribute to building healthier and more productive workplaces.
- Navigate challenging professional situations with greater confidence.
- Understand your rights and available resources in the South African context.

Enrol now and redefine your professional journey!

- No need to take any time off work
- No travel and or accommodation costs
- No lost productivity costs