

PRESENTATION DESCRIPTION

Title: Solving the Problem of Abrasive Leaders

Presenter: Sheila Eason, SHRM-SCP, SPHR

Description:

Abrasive leaders rub their coworkers the wrong way. Commonly referred to as bullying bosses, their destructive management styles erode motivation and productivity in organizations. In today's highly competitive business environments, employers cannot afford the costs of disruption caused by abrasive leaders, including alienation and attrition of valued employees, harassment litigation, and retaliatory responses such as sabotage and workplace violence. Based upon research from The Boss Whispering Institute, and my own practice of coaching abrasive leaders, this presentation will address why leaders resort to bullying behaviors, why they deny their destructive impact, and what human resource professionals can do to effectively intervene. Participants will learn:

- Adequate vs. abrasive leaders: critical differentiations
- The most common characteristic behaviors of abrasive leaders
- The origins of abrasive leadership styles: myths and realities
- The dynamics of defensive aggression: Threat-Anxiety-Defense
- What it takes to motivate an abrasive leader to modify his/her management style
- Why their managers don't intervene
- How to motivate upper management to intervene with abrasive leaders

Presenter background, credentials:

Sheila Eason is founder and CEO of Elevate People Solutions, LLC, a leadership and personal development consultancy. With more than 25 years of experience helping organizations leverage its human capital to its maximum potential, she provides workshops and training in the areas of leadership and personal development and diversity and inclusion.

She is a Certified Speaker, Trainer, and Coach with the John Maxwell Team. As a speaker and trainer, Sheila delivers interactive and educational experiences to her audiences in order to Elevate their skills and develop transformational leaders. As a coach, she helps create awareness and facilitate learning/growth in her clients.

Sheila holds SHRM-SCP certification through the Society for Human Resource Management (SHRM) and maintains SPHR certification through the Human Resource Certification Institute (HRCI). She is Past President of the Northwest Ohio Human Resource Association where she served as Diversity Chair and Diversity Conference Chair for three and four years, respectively.

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