

# Toxic culture

Business



Toxic culture Leaders have a significant role in any organizational culture. They have a huge influence on how people behave and think. In most organizations, the leader is responsible for setting the context in which organizational members interact; hence, it is easy for them to be looked at as the role models. From my understanding of leadership and organizational culture, leadership is responsible for setting up the organization culture, and in turn, the set culture influences the leadership (Malby, 2007).

In the article Who's to Blame for Creating a Toxic Organizational Culture, I will agree with Guthrie's position basing on the fact that it's the leaders responsibility to create and shape the organizations culture (Guthrie, 2014). A study by Lin and McDonough (2011) clearly identifies that leadership has a direct influence on organization culture. The study shows that leaders cannot directly influence an organizations productivity; however, they can directly influence the organizations culture, which has a direct influence on the organizations productivity.

Although in the beginning the leader is solely responsible for creating an organization culture, the culture starts to evolve with time and partly influences the organizations leadership. However, a leader who clearly understand the basic ideas of leadership and strives to help the organization achieve its goals should never claim ignorance of what is happening under their nose. They should understand that they are in control; therefore, their task is to constantly monitor the change in their organizations culture. That is to say if ' the organizations culture turns toxic' they should be responsible for condoning it since that is their responsibility.

## References

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