BULLY OR BOSS?

Joe Thomas

ABSTRACT

Ted Genoways was the editor of the Virginia Quarterly Review (VQR), an award winning journal published by the University of Virginia (UVA). He became the editor of VQR in 2003 at the age of 31. VQR had won a number of prestigious awards during his tenure as editor. However, the economic downturn in 2008 and other organizational factors had put pressure on him and threatened the very existence of VQR. In order for VQR to survive and remain at its current level of excellence, Genoways had found it necessary to encourage his employees to work hard and be especially attentive to details in operating the journal. Recent complaints made him wonder if perhaps he needed to reevaluate his management approach. Was he, as one employee complained, really a workplace bully?

KEYWORDS

bully, management styles, motivation, control

REFBACKS

There are currently no refbacks.

Namie says "boss bullies" usually take four different forms: throwing temper tantrums, critiquing performance non-stop, withholding resources or spreading gossip to tarnish your reputation. Surviving any of these bullies isn't easy. Below, some tips on getting started. Dismantle the myth. The bully wants the employees to blame themselves -- to think they’re targeted because of laziness, poor performance or ineptitude. But bullies often target the best workers, Namie says.