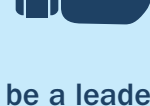


POWER

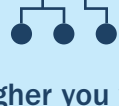
A POSITIVE DRIVER OF INFLUENCE

In business, **POWER** can get a bad rap. But why?

IN THE PAST...



To be a leader, we used force, dominance and strength.



The higher you were on the org chart, the more power you had.

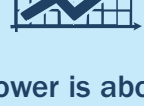
The **PERSON WITH THE POWER** had the influence!

POSITION POWER

...TODAY



Organizations are structured to be more nimble.



Power is about one's ability to get things done.

The **PERSON WHO CAN INFLUENCE** has the power!

PERSONAL POWER

POWER is both a personal and organizational development opportunity.

UNDERSTANDING POWER IS CRITICAL TO SUCCESS

Power can assist you to positively influence others.



SO HOW DO YOU USE POWER?

There are several effective ways... but first you need to understand that influence is fueled by the



7 Bases of Power

SKILLED LEADERS EMPLOY ALL BASES OF POWER TOGETHER

- Connection Power** Perception that one is **ASSOCIATED WITH INFLUENTIAL PEOPLE**
- Coercive Power** Perception that one can **ADMINISTER CONSEQUENCES**
- Reward Power** Perception that one can **DISTRIBUTE REWARDS & RECOGNITION**
- Information Power** Perception that one has **INFORMATION THAT IS VALUABLE** to others

- Referent Power** Perception that one displays **BEHAVIORS THAT EARN RESPECT**
- Expert Power** Perception that one **POSSESSES SUBJECT MATTER KNOWLEDGE**
- Legitimate Power** Perception that one's **DECISIONS ARE APPROPRIATE** for one's title

THE MOST IMPORTANT BASES OF POWER TO INFLUENCE OTHERS

POWER can be enhanced with thoughtful focus on development. To build and maintain the most important sources of power, consider these tips:



- "Power with" outplays "Power over"
- Long time to earn... no time to burn
- Become the best listener ever

REFERENT POWER

- Pinpoint your passion
- Plan your progression
- Experience is understanding



EXPERT POWER



- Recognize your responsibility
- Orchestrate accountability
- Use it or lose it

LEGITIMATE POWER

One way to apply **POWER** strategically is to influence across the organization!

Survey results showed that some generational differences do exist, but there is also much alignment.



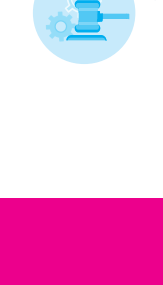
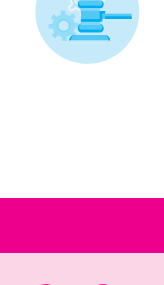
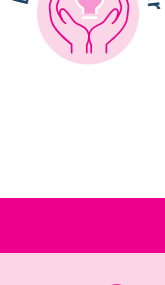
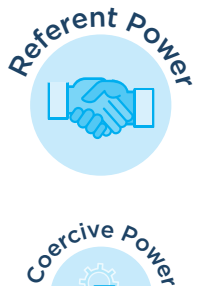
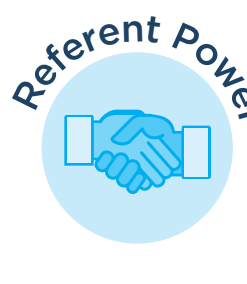
MILLENNIALS



GENERATION XERS

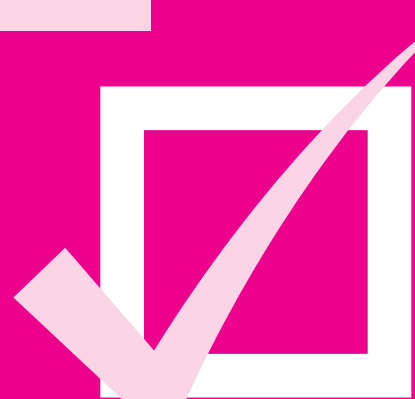


BABY BOOMERS



UNDERSTANDING BASES OF POWER ENABLES LEADERS TO:

- Influence the work behavior of others
- Make strategic decisions and manage conflict
- Advocate for the department and organization
- Facilitate professional development
- Affect Change



In today's modern organization,

POWER IS A POSITIVE DRIVER OF INFLUENCE

when approached as a personal and organizational development opportunity.

Learn more about how influence can empower your team to seize every business opportunity.