Acquiring Leadership Power

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Power vs. Leadership

Power
~ Ability to do or accomplish something
~ the possession of control or command over others

Leadership
~ Person who guides or directs a group
~Motivating, guiding and influencing others to achieve a goal

Leadership + Power = Success

Positional or Formal Power Sources

Legitimate:
~ Officially granted power through an appointed position.
~Position holds influence, rather than the person
~Potential to be abused

Reward Power:
~ Ability to give rewards – promotions, pay increased, days off, special assignments, compliments
~Uses the “pull approach” to influence others

Coercive Power:
~ Ability to use threats and punishments.
~Ability to withhold rewards or advancements
~Abuse or excessive use leads to problems
~Characteristic of autocratic leaders
Personal or Informal Power Sources

Referent Power
~ Respect is gained by reputation, positive traits and skills
~ Positive personal characteristics and traits are desired and modeled by followers
~ Also known as charismatic power
~ Can sometimes be abused or used in unfair ways

Expert Power
~ Gained by those who are experts in their field
~ Gained by those with specialty knowledge
~ People tend to listen to people who know what they are doing

Information Power
~ Power gained by having access to those with information
~ Power gained through holding and sharing information

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<th>Positive Examples</th>
<th>Negative Examples</th>
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**Rate your power sources**

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<th>Where I currently rate myself?</th>
<th>Where I would like to be?</th>
<th>What is my power plan?</th>
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*Power is like being a lady - if you have to tell people you are - you aren’t.*

Margaret Thatcher