Strategic Networking and Powerful Partnerships

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Our limited time together

Types of Power

Partnerships and Networks

Strategically Buidling Partnerships

As we discuss Power and Partnerships…

- Think about an innovative change you want to lead
  - Might be something that requires others' approval
  - Might be something bigger than your department
- If you can't think of an innovative change right now, think about a problem that you see
  - Might be something that involves a lot of people/stakeholders

Types of Power

Positional Power

- Power awarded by your title, or position itself
- Make decisions that other people follow
- Not related to skills or abilities
- Formal title
- Does not guarantee positive relationships or trust
- Also called
  - Legitimate Power (power based on hierarchy)
  - Founder power (founder of an organization/ movement)

Political Power

- Awareness of power on campus, and how decisions are made
- Understanding the goals, values, and motivation of yourself and others
- Knowing the unwritten rules of the organization, or being well connected
- Ability to negotiate and leverage power

Resource Power

- Control over resources considered important - products, space, services, knowledge, budgets etc.
  - Control over knowledge (vs having knowledge itself) is also called Information Power
- Power over how time is allocated on projects and the distribution and utilization of people resources
- Greater power when that resource is limited (or perceived to be limited)

Knowledge Power

- Knowledge /expertise/ experience in area
- Being the “go to” person for a topic
- Knowing how things in the organization work - best practices, communication and chain of command
- Can increase respect
- Can also be called Expert power

Relationship Power

- Well connected to other people with power in the organization who can make things happen
- Having a network of people, at various levels and inside and outside your department/unit
- Being trustworthy
- Can increase exposure, which can lead to more relationships
- Also called Referent power (who you know)

Personal Power

- Personal leadership style - your “brand”
- The way a person walks, talks, and interacts establishes influence (matches the organization's ideas of power)
  - Ability to be calm and confident under pressure
- Personal reputation, how you are perceived
- Also called:
  - Charismatic power (being inspirational)
  - Referent power (being a role model; earning trust)
  - Moral power (ethical leadership)

Other types of Power

- Reward Power: Offering raises, promotions, awards.
- Coercive Power: Use of threats or force

Power Self Assessment

Positional Power

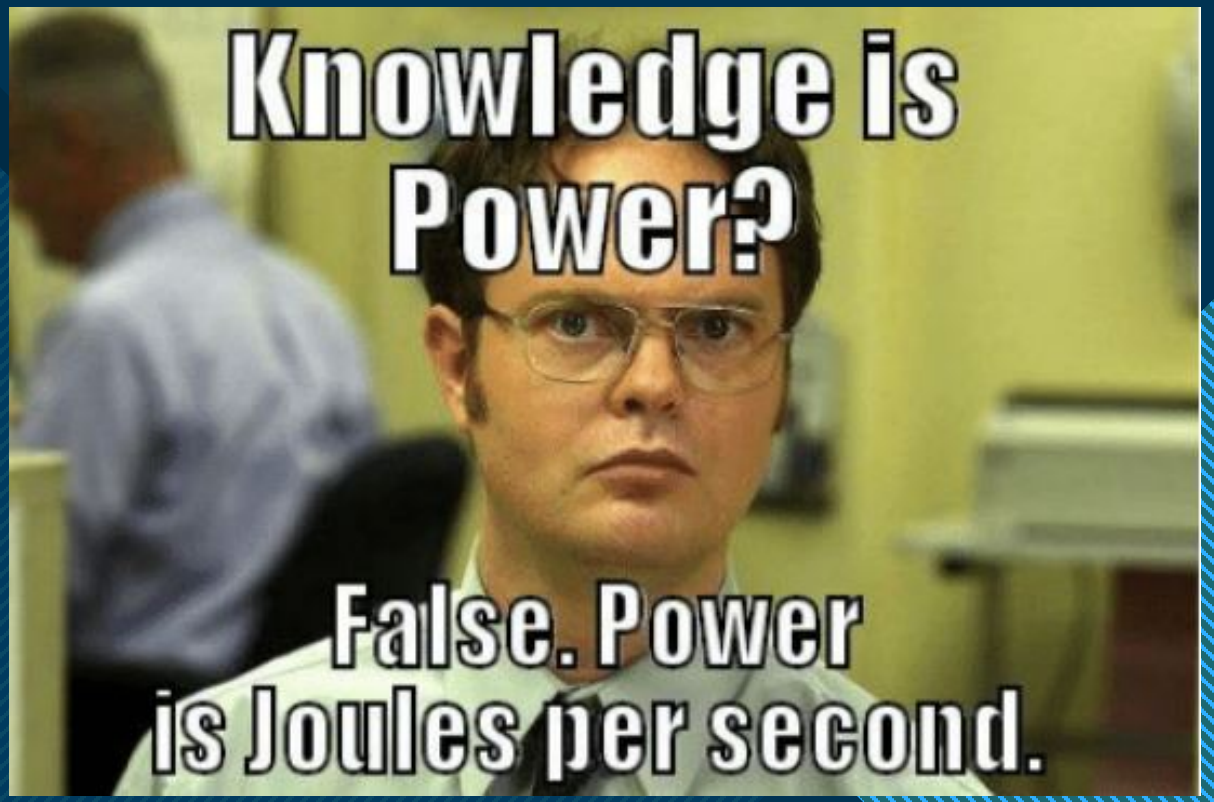
Knowledge Power

Resource Power

Relationship Power

Political Power

Personal Power



We do have Power.

MIND THE GAP

Thinking about Partnerships

Operational Network

- Used to get your job done
- These may be people who accomplish day-to-day tasks

Personal Network

- Used for your own professional development and personal needs. These may be formal or informal
- Mentors, professional association contacts, groups you are involved in

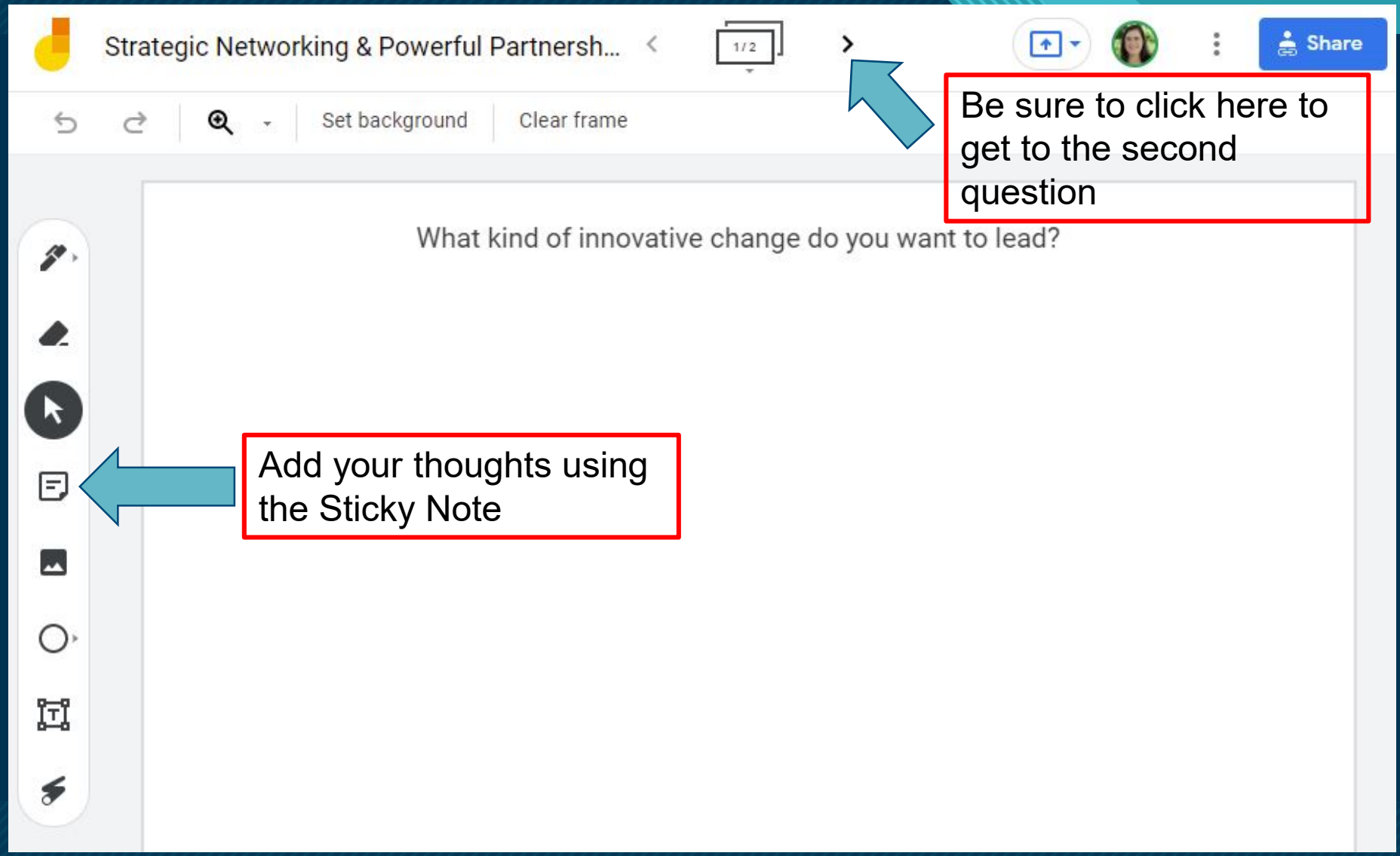
Strategic Network

- Used for future goals
- These may be key stakeholders at your campus, who can help with future priorities, opportunities, and challenges

Think about Power and Partnerships together…

	Operational Network	Personal Network	Strategic Network
Positional Power			
Political Power			
Resource Power			
Knowledge Power			
Relationship Power			
Personal Power			

Jamboard time!



We don’t have to do all of it alone.
We were never meant to.”

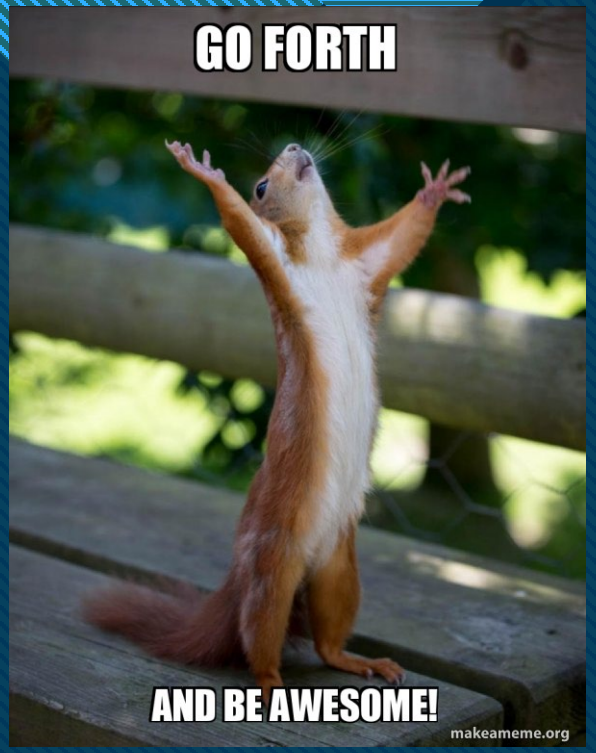
- Brené Brown

Strategies for building partnership

- Step into spaces
- Invest time
- Reciprocity
- Get coffee/tea
- Keep in touch
- Find mutually beneficial projects
- Recognize your worth/what you have to offer
- Genuine gratitude

What partnerships do you need to develop and/or utilize more fully?

HOW will you accomplish this?



Do
Epic
Stuff.

Want to partner with us?
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Q & A

THANK YOU!

Resources

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