

AGS 2021: Strategic Networking and Powerful Partnerships

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)

5

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

8

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

6

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)

9

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)

7

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)

10