

Managing Power

- **Legitimate power**

- The power a leader has as a result of his or her position.

- **Coercive power**

- The power a leader has to punish or control.

- **Reward power**

- The power to give positive benefits or rewards.

- **Expert power**

- The influence a leader can exert as a result of his or her expertise, skills, or knowledge.

- **Referent power**

- The power of a leader that arises because of a person's desirable resources or admired personal traits.

Managing With Power

Karin Nielsen-Saines



Managing With Power:

Managing with Power Jeffrey Pfeffer, 1992 An in depth look at the role of power and influence in organizations Pfeffer demonstrates the necessity of power in mobilizing political support and resources to get things done in any organization and he looks at the personal attributes and structural factors that help managers advance organizational goals and achieve individual success

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Managing With Power Jeffrey Pfeffer, 1993-11-12 Although much as been written about how to make better decisions a decision by itself changes nothing The big problem facing managers and their organizations today is one of implementation how to get things done in a timely and effective way Problems of implementation are really issues of how to influence behavior change the course of events overcome resistance and get people to do things they would not otherwise do In a word power **Managing With Power** provides an in depth look at the role of power and influence in organizations Pfeffer shows convincingly that its effective use is an essential component of strong leadership With vivid examples he makes a compelling case for the necessity of power in mobilizing the political support and resources to get things done in any organization He provides an intriguing look at the personal attributes such as flexibility stamina and a high tolerance for conflict and the structural factors such as control of resources access to information and formal authority that can help managers advance organizational goals and achieve individual success

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