The Right Use of Power
World Café

Women and Leadership Conference
Sydney 12 July 2012

Jenny Morawska
What is Power?

The ability to have an effect or to have influence
“Wise and skillful power is relational”

Cedar Barstow
The Right Use of Power

1. Understand the nature of power
   • in the workplace
   • in interpersonal relationships
2. Identify the aspects and bases of power
3. Understand how to effectively exercise ethical power in your life
Raven and French
Bases of Power

- Positional
- Referent/charismatic
- Expert
- Reward
- Coercive
- Informational
6. OVERVIEW – Models of Power

Barstow Model

1. Role
   - Collective/individual

2. Personal
   - Status/Context

Raven & French Model

- Positional
- Reward
- Informational
- Expert
- Referent
- Coercive
Barstow Model
Aspects of Power

• Informed
• Conscious
• Caring
• Skillful
The Informed Use of Power

• Be informed
• Own your power and influence
• Understand your ethical guidelines
The Conscious Use of Power

• Be curious
• Use your history
• Practice compassion
The Caring Use of Power

- Be connected
- Track your impact
- Resolve and repair
The Skillful Use of Power

- Be pro-active
- Attend to self-care
- Self-correct and let go
World Cafe

Round 1
• Table groups discuss:
  “What do I know about my power?”
The aim is dialogue for understanding
• Each table appoint a “host” to record

Round 2
After 15 minutes all change tables except for host
• Repeat with the question
  “What do I wish for my power?”
Round 3
After 15 minutes all change tables except for host
• Repeat with the question

“When am I at my most powerful?”
Powerful behaviours

We all:
• participate equally
• listen carefully
• identify common threads

Host:
• maps/ draws/ collates discussion as it unfolds
• summarises previous themes to new guests

Each guest quickly summarises common themes from previous conversation at new table
Power Tactics

• Soft and hard
• Rational and non-rational
• Unilateral and bilateral
Power Strategies

• Get comfortable with the pursuit of power.
• Be intentional about what you are seeking
• Face your fears.
• Identify and build strategic relationships.
• Act with power.
• Don’t cede the hill
The Right Use of Power in Business

• from a foundation of power as strength and power as compassion: power with heart.

• This looks like power used without manipulation, oppression, or exploitation.
RUOP Business

• used to accomplish tasks
• prevent or repair harm
• promote the well-being of all
• empower people in all roles.
Moving Forward

Action without Vision
Merely a Dream

Vision without Action
Just Passing the Time

Vision with Action
Can change the world

Joel Barker