

Some Notes and Ideas About Power

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ORGANIZATIONAL POWER - is directly related to an individual's status in a structure, his/her function in the system, and the extent of influence on others that the status assigns by apply formal norms as a way to trigger certain actions by the members of the organization.

PERSONAL POWER - refers to specific characteristics, experiences, knowledge, expertise, and ways of relating to others.

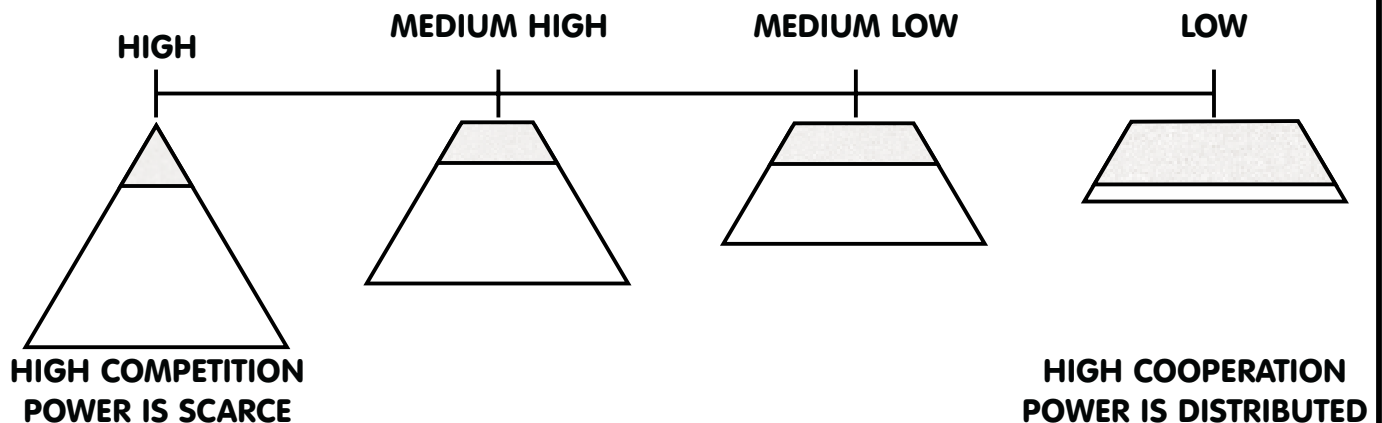
Organizational power is **FORMALLY DISTRIBUTED** between the members of the organization and determines the format of the structure. In pyramidal structures power is concentrated at the top. In flat structures organizational power tends to be distributed among the majority of its members.

Personal power is **NOT DISTRIBUTABLE**. It will depend on each individual. However organizations may facilitate or hinder its use either by enhancing an individual's potential for **CONTRIBUTING** to organizational effectiveness through personal and professional growth and development, or inhibiting it through systematic discounting of human potential.

ORGANIZATIONAL POWER IS ACTIVITY ORIENTED
PERSONAL POWER IS RESULTS ORIENTED

Neither groups nor organizations per se implement power. This is done only by individuals interacting with others through individual or organizational **ROLES**.

Since organizations are behavior systems, **THE FUNCTION OF POWER IS TO MAINTAIN THE SYSTEMS FUNCTIONING**. Power is the energy that transforms inputs into outputs. Leadership is the process of channeling energy toward results. Results are a way of measuring the effectiveness of organizations vis-a-vis mission, objectives, and inputs.



IN TERMS OF ENERGY :

Power is the quantity of energy available to individuals to exert influence in a certain direction. While leadership is how this energy is used in the process of turning inputs into outputs.



OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.