

ESTABLISHING & MAINTAINING POSITIVE LEADERSHIP POWER

GOALS

To state the definition and current daily existence of power in our lives.

To state the purpose and processes for seeking and maintaining positive leadership power in the workplace.

DEFINITION OF POWER

The ability or given right to direct and influence the behavior of others and/or change the course of events.

THE EXISTENCE OF ALLOWABLE POWER

Some of our most prominent everyday permissions of positive power that we give to others on our behalf are:

- Serving eatable food
- Provision of professional, skilled services, and household services
- Marriage vows
- Public school teachings
- Children/baby tending services

REASON/PURPOSE FOR A LEADER TO SEEK POWER IN THE WORKPLACE

Far from the ole adage of “Speak Softly & Carry a Big Stick”, the essence of true leadership power is a driving force toward positive and influential interpersonal relationships, organizational decisions and processes, and concern for more profitable outcomes. The positive result is a thriving work environment and culture.

THE MOST SIGNIFICANT SKILLS OF A POWERFUL LEADER ARE THREE-FOLD.

1. The ability to use intellectual knowledge in decision-making and performance
2. The psychomotor skills to get a job done
3. The use of positive support and attitude to elicit powerful and meaningful leadership control and constituent support.

However, the acquired supposed leadership power can be used for good or bad/evil. It is the effective leader that is skilled in the positive personal use and timely manipulation of the stated three powerful techniques/processes that truly feel the magic of leadership power.

SECRETS OF LEARNING AND GAINING LEADERSHIP POWER

- Observe, listen, and learn in an unobtrusive manner the successes of leaders whose actions result in leadership effectiveness, respect, and positive powerful outcomes.

- Recognize quietly and learn unspoken lessons from observed *failures* by leaders as they attempt to acquire positive leadership power leadership.
- Refrain from outshining or outperforming an ultimate decision-making leader(s) in the eyes of their constituents. Stay-the-course while in a supportive position of another leader; however, don't be lost in the crowd.
- Select your “friends” for friendship and not for a co-leadership role. Choosing a co-leader with whom a leader has a more *adversarial* relationship has proven to add a “controversial spice” that encourages more active engagement in leadership thoughts, ideas, and effective decisions. This agitation of thought and decision-making most often results in more thorough, appropriate, and positive leadership decisions.
- Use your leadership mindset as a “quieting place” for personal (not shared) leadership problem-solving dilemmas. Learn to experience the personal stillness from within yourself while considering potential outcomes of your leadership decision(s). It is better to have others come to you, as the leader, than you go to them with your dilemmas. Conceal your leadership intentions. Your intention(s) as a leader might change from experience to experience or day to day. Indiscernibility of a leader's thoughts by others adds a leader's quiet key and reason(s) to leadership decisions. Powerful final decisions are determined by “*It all depends!*” This means you only verbally say/share what is necessary due to the changing of a situation(s). The ole adage/phrase— *Loose Lips Sinks Ships!* has meaning.

- Use an established board of directors for recommendations and not for decision-making. Decision-making is a leader's prerogative per the leader's decision-making responsibility and associated monetary compensation.
- Seek information quietly and unobtrusively about inabilities, insecurities, and shortcomings of other leadership rivals so to intentionally magnify and outperform these shortcomings with your personal abilities in these selected areas.
- Protect your reputation. Be the ideal person in thought, behavior, and availability. Appropriate personal scarcity as to availability upon demand seems to have powerful benefits of decreasing feelings of leadership commonality and promoting/increasing admiration.
- Perform as to be needed by other people. Let your goodness shine like a beacon of light among all who know you that they will know your good works and have praise for you.
- Commend excellence in subordinate leadership behaviors privately and publicly. Reprove or correct others only in private—never condemning behavior or choices in front of others.
- Refrain from hiding behind closed doors or show fear or feelings of incompetence. Emphasize your overt leadership efforts for the benefit of others.
- Use a consistent process in the practice of problem-solving, such as, identify the problem, determine a goal(s), make a plan/process to resolve the problem, and establish a means to evaluate the attainment of the goal(s).

- Require employees to do the work assigned to their job description. The employee is to use you (the leader) as their resource person to support their required efforts to get their work done —just make sure their job description supports your overall powerful agenda. The outcome is that they do the “footwork” related to their job, and you, the leader, get the credit for seeing that the hard and required work gets done!
- Select appropriate, consistent, and special leadership behavior(s) that reward exceptional behavior of others. As an example, this might include a thank you letter to an outstanding employee, free lunch weekday in the cafeteria for a specified or special employee(s), or, maybe, a personal greeting from the leader each morning over the intercom. There are endless leadership behaviors, if exact in nature and are consistent, that will provide a powerful message of control and powerful positive leadership predictability.
- Determine strategically when to attend a function and when to depart from the same function. Attendance may be important; however, there can be power through appropriate scarcity.
- Be deliberate, unpredictable, and unannounced in appropriate leadership behaviors. This lessens the control attempts of others and grants obvious leadership power through the acquisition of information as per only the decision of the leader.
- Refrain from offending the wrong person(s) as vengefulness can forever decrease power.

- Be adaptable and on the move with the changing world and your environment. Nothing in life is forever and recognizing life's uncertainty of power must be a reality.
- Set goals, however, know when to stop when goals are reached or proven to be unattainable. Then, set new goals.
- Refrain from arrogance and over-confidence.
- Refrain from appearing better than others. Even when showing power is considered important, occasionally show defects, show human qualities, and be approachable.
- Encourage others to move and perform according to your leadership directions and expectations.
- Move forward by calmly establishing new personal accomplishments—never depending on just past personal accomplishments as the defining aspect of leadership power. Wait for the right time to act, as clever timeliness increases the presence and essence of power.
- Beware of gifts and special favors. Be appreciative of kindness but stay free of the feelings of repaying felt obligations.
- Act royally, quietly, and at the right time to gain confidence in your leadership power. This encourages others to respond in the same manner as if to a royal and powerful leader.
- Improve the past by giving a few acceptable options to others for the future and knowing that any option stated is acceptable.
- Plan an effortless outcome of everything by understanding the consequences to each decision.
- Be bold in your actions as an outcome of careful decision-making.

- Identify a cause, purpose, and reason for enthusiasm in decision-making.
- Refrain from participating in “naughty” deeds or be known for obvious mistakes.
- Be gracious and show appropriate acceptance of flattery and charm in a graceful manner.

IN CLOSING

The need for appropriate power in our lives is always present. Through the universal law of ENTROPY nothing in the universe ever stays the same. It is required that the leader have positive leadership abilities. Such positive and powerful abilities to respond to ever-changing and timely leadership expectations denotes a powerful leader. Such skills of leadership power can change lives and leadership outcomes for the better.

Choose to be successful by using powerful leadership behaviors through academic learning, performing intelligently, and/or use of common sense!

SUCH ARE THE POWERFUL LEADERSHIP CHOICES OF THE HUMAN SPIRIT!

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Selectively Referenced: The 48 Laws of Power by Robert Greene

