Understanding Forms of Power

Student Leadership Development Series Workshop 7
Opening Thoughts

http://www.youtube.com/watch?v=-1TTN-Ev2KI
Agenda

- Introductions
- Series Overview
- Human Motivation
- Forms of Power
Training Objectives

- Understand how people are motivated
- Understand theories on power and how you can apply them to influence people
Learning Contract

- Give your full attention to the class
- Listen to everyone speaking
- No side conversations
- Raise hand to be recognized
- Everyone must participate and contribute
Series Overview

1. Knowing Thyself: Finding Your Inner Leader
2. Mastering Your Emotions
3. Stakeholders: Leading from the Middle
4. Communicating Is Key to Leading
5. Identifying Your Leadership Style
6. Recruiting, Selecting, Developing and Empowering Your Team to Be Leaders
7. Understanding Forms of Powers

9. Managing Change

10. Managing Projects: Time, Money, Workload and Stakeholders — OH MY

11. Negotiating the Win-Win: Cultivating Additional Resources

12. Speaking Your Mind: Why Silence Kills

13. Leading With Aloha
Your Facilitator

- Jonathan K. Wong, MBA, MEd, MPA
- Student Leadership Experiences
  - Student Council (4th grade - 6th grade)
  - JPO (4th grade - 6th grade)
  - Student Government (9th grade - 12th grade)
  - JROTC (9th grade - 12th grade)
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA

- Student Leadership Experiences
  - Peer Tutor, The Learning Center at HonCC (1997 - 1999)
  - Phi Theta Kappa Vice President (1997 - 1998)
  - Mortar Board Honor Society Comm Director (1999 - 2000)
  - ETEC Hui (2008 - 2010)
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA
  - Professional Experiences
    - Math Lab Coordinator
    - Computer Lab Manager
    - Tech Coordinator
    - IT Project Manager
Your Facilitator (cont)

- Jonathan K. Wong, MBA, MEd, MPA
  - Professional Experiences
    - Federal Grants Manager
    - Strategic Planning and Budget Chair
    - Technology Task Force Chair
    - Technology Advisory Group Chair
    - Staff Senate Chair
Introductions

- Name
- Major
- Organizational Affiliation
Human Motivation

- Intrinsic motivation: motivation that is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on external pressures or a desire for reward.

- Extrinsic motivation: performance of an activity in order to attain an outcome, whether or not that activity is also intrinsically motivated.
Extrinsic

- Money
- Grades
- Trophies
- Cheering crowd
- Badges, ribbons, medals
Forms of Power

- Legitimate Power
- Referent Power
- Expert Power
- Reward Power
- Coercive Power
Legitimate Power

- By position or conferred authority
- “The Boss”
Referent Power

- Charisma
- Likability
- Celebrities
Referent Power

Character is power.
Booker T. Washington
Referent Power

YOUR WORDS HAVE POWER
USE THEM WISELY

POSITIVELY INSPIRED
Referent Power

Words can hurt,
Words can heal,
The choice is yours.
Expert Power

- Skills and knowledge
Reward Power

- Held by an authority figure
- Promotions
- Bonuses
- Vacation approval
Coercive Power

- Held by an authority figure
- "Write you up"
- Dock your pay
What Type of Power?

President / CEO

Tech Guy Who Fixes Everything

Secretary

Janitor Who’s Been There 40 Years

Your Boss

The Nice Guy Everybody Likes
How Can You Develop?

Referent  
Expert  
Legitimate  
Reward  
Coercive
Influencing Power

- Expert
- Referent
- Legitimate
- Reward
- Coercive
Closing Thoughts

"Power tends to corrupt, and absolute power corrupts absolutely."

~John Emerich Edward Dalberg, Lord Acton (1834–1902)
Questions?
Next Time:
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