



Power: Sources of Power

Welcome to Unit 5: Leadership and Power, where we'll explore the concept of power in organizational settings. Today's session focuses on understanding different sources of power and their impact on leadership effectiveness.

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Recap: Leadership Theories

Transformational Leadership

Inspiring followers to achieve common goals. Focuses on motivating and empowering individuals to reach their full potential.

Transactional Leadership

Based on clear expectations, rewards, and punishments. Emphasis on performance and adherence to rules.

Servant Leadership

Emphasizes serving others and fostering their growth. Leaders prioritize the needs of their team members and create a supportive environment.



Guess the Topic

Power

What are the different sources of power that individuals and organizations utilize?





What is Power?

Power is the ability to influence others, to get them to do what you want them to do, even if they don't want to do it. It can be used for good or for bad, and it can be wielded by individuals, groups, or organizations.





Types of Power

Legitimate Power

Derived from one's formal position or role in an organization.

Reward Power

Based on the ability to provide rewards or incentives to influence others.

Coercive Power

Relies on the use of threats or punishments to influence behavior.

Expert Power

Stems from specialized knowledge, skills, or expertise.

Referent Power

Arises from charisma, personal attraction, and admiration.



Real-Life Case Study: Mahatma Gandhi



Non-violent Resistance

Gandhi effectively utilized referent power through his unwavering commitment to non-violence, inspiring millions to fight for India's independence.





Real-Life Case Study: Indra Nooyi

1

Visionary Leadership

Nooyi, the first woman to lead PepsiCo, transformed the company through strategic acquisitions and global expansion, leveraging her expert power in business strategy.



Learning Check



Identify the Power

1

What type of power does a manager use when they give employees bonuses for meeting performance targets?

2

Expert Power

Which type of power is derived from specialized knowledge and skills?

3

Coercive Power

What type of power is based on threats and punishments?

4

Referent Power

Which type of power is associated with charisma and personal attraction?

5

Legitimate Power

What type of power is derived from a person's formal position in an organization?



Summary: Key Takeaways

1

Understanding Power

Power is the ability to influence others and can be used for good or bad.

2

Types of Power

Legitimate, reward, coercive, expert, and referent power are five key sources of power in organizations.

3

Effective Leadership

Effective leaders leverage various sources of power to inspire, motivate, and achieve organizational goals.



References

1

Online Resources

Harvard Business Review,
McKinsey Quarterly

2

Books

The 7 Habits of Highly Effective
People, Leadership: Theory and
Practice