



# Power Centers & Power & Politics

Welcome to Unit 5 of our Management and Organizational Behaviour course. Today, we'll dive into the fascinating world of power centers and the dynamics of power and politics in organizations. Get ready to learn about how power is wielded, how it influences decision-making, and how to navigate the complexities of workplace politics.

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# Leadership: Recap

## Defining Leadership

Last time we discussed leadership styles, defining traits, and their impact on organizational effectiveness.

## Transformational Leadership

We also explored the concept of transformational leadership, with its focus on motivating and inspiring followers.



# Guess the Topic





# Power Centers: Formal & Informal

## Formal Power Centers

These are defined by organizational structure, job titles, and positions of authority.

## Informal Power Centers

These emerge from relationships, expertise, and influence within the organization, often outside of the official hierarchy.



# Power & Politics: Definitions & Concepts

## 1 Power

The ability to influence others and achieve desired outcomes. It's based on resources, position, and relationships.

## 2 Politics

The use of power to influence decisions and achieve personal or group goals.





# Real-Life Case Studies: Power Dynamics

## Apple vs. Samsung

This long-standing rivalry showcases the power dynamics in the tech industry, including competition, intellectual property disputes, and innovation battles.

## Microsoft vs. Google

Their competition highlights the struggle for market dominance and the constant evolution of business strategies, driven by the desire for power and influence.

## Tesla vs. Traditional Automakers

This dynamic demonstrates the challenges of disrupting established industries, showcasing power shifts and the impact of innovation on existing players.





# Organizational Influence Tactics



## Persuasion

Using logic, evidence, and emotional appeals to influence others.



## Networking

Building relationships and alliances to gain support and leverage influence.



## Coalition Building

Creating a group to amplify influence and achieve common goals.





# The Dark Side of Power

1

## Abuse of Power

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2

## Corruption

Using power for personal gain or to violate ethical principles.

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3

## Conflict

Power struggles leading to disagreements, tension, and negative outcomes.

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4

## Inequity

Power imbalances creating unfair advantages and disadvantages.





# Student Learning Assessment

## Identify 3 Power Centers

1

In your current organization or a previous workplace, identify 3 power centers (formal or informal) and explain their influence.

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## Describe Political Tactics

2

Provide an example of political tactics used in a specific situation and analyze its effectiveness.

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## Discuss Power Dynamics

3

Reflect on a situation where power dynamics impacted decision-making or conflict resolution.



# Summary & References

## 1

### Power Centers

Formal and informal sources of influence within an organization.

## 2

### Politics

The strategic use of power to achieve objectives and navigate complex relationships.

## 3

### Influence Tactics

Methods used to influence others, ranging from persuasion to coalition building.

#### References:

- Mintzberg, H. (1983). Power In and Around Organizations. [The Academy of Management Review](#), 8(2), 242-259.
- Yukl, G. (1977). Influence Tactics Used by Managers. [Organizational Behavior and Human Performance](#), 19(2), 167-188.

