

Re: dynamic leadership: types of power

Education



Dynamic Leadership: Types of Power Dynamic Leadership: Types of Power In his study, Mullins (2005), shows how different types of power affected one's leadership ability and success in a leadership role. According to Kreitner (2008), power can be categorized into two; formal and informal power.

Formal Power

Coercive

Achua & Lussier (2009) argues that, coercive power is the form of power that a person has because they have control over the kind of punishments or relocations existent in an organization. On the other hand, the target persons have no option but to comply to the set rules in order to avoid punishments. The subordinates are also of the opinion that they are being controlled by the managers.

Reward

This is a type of power that a person has for the reason that they have control of the resources (Mullins, 2005). In this case, the target persons adhere to the organizational policies so as to obtain rewards, which in their opinion, are controlled by the agent. For example, a supervisor has the power to allow the employees have a free time as recompense to their meeting the objectives of the organization.

Legitimate

With reference to the study complied by Mullins (2005), legitimate power emanates from an individual holding a powerful position in an association, such as being the manager or the major team leader. When the employees in the organization are acquainted with the authority over other individual, this power is implemented.

Personal Power

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Referent

Referent power can simply be described as the power or ability of an individual to set an example to others in an attempt to engineer loyalty among the followers. The interpersonal skills of the power holders, as well as their charisma determine the success of this power (Achua & Lussier, 2009). The need and yearning to identify with these personal qualities enable them gain satisfaction from being an accepted follower. Nationalism can be discussed under referent power. For example, soldiers embark on wars as a form of honor for the country as well as to defend the country. Additionally, most advertisers have taken advantage of referent power of prominent personalities such as sports personalities for product endorsements. Due to the enigmatic appeal of the sports star, an approval of the endorsement is bound to occur, though the individual may have very minimal integrity outside the sports dome.

Expert

According to Kreitner (2008), expert power is based on knowledge that a person possesses, that others do not have. The target persons act in agreement with the set rules as they believe that the agent has outstanding knowledge on the exceptionalities of conducting a particular activity. In the case of a teacher and expert power possession for instance, students do as the teacher pleases since they are of the belief that the teacher is superior and knowledgeable. The teacher is also better placed to help them gain knowledge. Additionally, the students must also regard the teacher as having both exceptional knowledge and the teaching expertise to help them acquire that knowledge.

References

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Mullins, L. (2005). Management and organisational behaviour. New York: Prentice Hall/Financial Times.