

Special Jam Session Guest!  
Anita Lauper Wood, lifelong learner and adventurer, educator, and technology product strategist and leader.

Welcome to the Leadership Caffeine Jam Session!



Share your ideas via chat: reply to everyone

Prior Sessions...

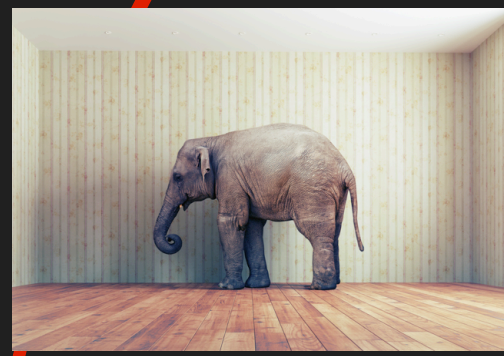
Rethinking: Ideation, goal-setting, communicating for persuasion, career development, high performance team development

The through-line:

Thinking Differently About Workplace Topics That Make a Difference

RECORDING ARCHIVE: <https://jarpetty.com/jam-session-archives/>

Let's deal with this...



Your reaction: "You need to deliberately develop your power in the workplace"

And this...

Your thoughts: don't you need to be kind of a jerk to be that person grabbing for power?

Maybe not...

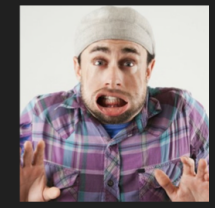
Described by Dr. Travis Bradberry

Research from UC Berkeley shows that when it comes to power, nice people finish first.

The researchers found that the most powerful people (according to ratings from their peers) were those who were the most considerate and outgoing.

They also found that those who were the most Machiavellian—using things like gossip and manipulation to gain power—were quickly identified and isolated and ended up with no power at all.

How most people react...



Yah, it's make the case that doing just this, deliberately cultivating power at work is critical for many reasons.

And...

Together, we'll find ways to do this work in a manner that allows you to stare at yourself in the mirror and feel good about you

And this...

Position = Power

Tip: You have to have the title to command real power; the type necessary to impact your firm/team at scale

100% False

I work with individuals every week striving to transform some portion of their organizations or bring innovations to life. They are almost all operating below the top level.

Amy

Steve

My experiences

None of these individuals (myself included) are power-hungry systems striving to overthrow their organizations...

Instead, they are striving to

Solve Problems

Promote Positive Change

Make A Difference for Their Teams/Firms

A power shortage?

Think about these questions...

Are you able to bring the changes to life you believe are essential to improve efficiency, productivity, creativity?

Do you have a voice in the BIG ISSUES facing your firm?

Are you able to advocate for and propel the careers of your team members forward?

Are you helping your firm level up in the face of our VUCA world?

What about this...?

"One survey of U.S. employees found that a full 79% weren't comfortable raising an issue with their boss even when it was important." <https://hr.org/2022/11/how-to-ask-your-boss-up-the-chain-of-command/>

Do you have a power shortage?

If you lack power... you cannot advocate for your team members or important initiatives

If you lack power... you might just lack flexibility

If you lack power... you might not be happy...

"Even the perception of having power can lead people to live more authentic lives, thereby increasing their happiness and well-being." source: Daniel Heller of Tel Aviv University, Wei Qi Ezell, Petrosovic of University of New Brunswick, and Adam Galinsky of Columbia Business School

If you lack power, you might not have career success according to Jeffrey Pfeffer

Systematic empirical research confirms: being politically savvy and creating power are related to career success

So... what do we do about it...?

Start by reframing your view on power



End your power shortage!

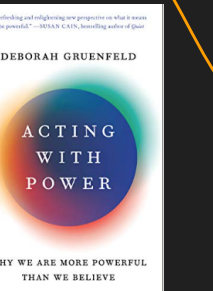
My favorite reframes:

"Position does not define power—impact defines power." Mindy Grossman, former CEO WH International (in Keith Ferrazzi's book, Leading Without Authority)



IMPACT DEFINES POWER

Another great reframe:



"Power is the ability to control others for our own purposes—but is one way to think about it. Real power is also the ability to make a positive difference in someone else's life." Guenfeld, Deborah, Acting with Power (p. 36), Crown, Kindle Edition

MAKE A DIFFERENCE FOR SOMEONE OR SOME GROUP

And this reframe:

"I define True Power as the ability to express oneself, create, movement toward purpose, without defunding or diminishing."

Karen Valencic: <https://www.insideandoutbusiness.com/articles/the-misconceptions-about-power>

MOVEMENT TOWARD PURPOSE WITHOUT DIMINISHING

IMPACT, POSITIVE DIFFERENCE, MOVEMENT TOWARD PURPOSE

"CLEAN POWER"

IMPACT, POSITIVE DIFFERENCE, MOVEMENT TOWARD PURPOSE:

CREATE "Clean Power"

How do we cultivate power and do it in a way that allows to look at ourselves in the mirror and smile?

Seriously, how? (your thoughts)

Add yours in the chat! (This is the Jam gait!)!

Start by reframing your view on power

Impact, positive difference, movement toward purpose

"Consider: True power engages creating positive connections through clear intent, inquiry, and acknowledgment." Karen Valencic

Harness Reciprocity

"Help others and they'll help you." Cialdini et. al.

"Research by Adam Grant, Sharni Parker, and Catherine Collins has shown, managers pay attention to whether their employees tend to help themselves or help others."

Study the terrain

Who are the individuals who can directly or indirectly impact you/your team/your initiatives

Create an influencer map

Grow your network(s)

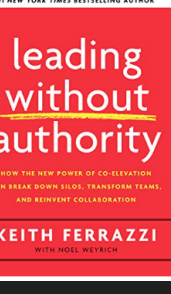
Weekly Hack

Relationships I will START/RENEW/REPAIR this week?

Connect your network(s) to solve problems

Your power is enhanced when you can bring unique resources to help solve vexing challenges

RETHINK "Who's on your team?"



"Who are the most critical people to help you achieve your goals right now, whether they are assigned to your organization or not?"

I adopted the view that everyone in the organization was on my team; I needed to treat them with the respect, trust owed team members... and opportunity to support them in achieving their goals... making them feel safe in their jobs

GIVE THEM CONTROL

We lose lots of control/autonomy. Instead give it to them!

Help them create power.

FIND SOMEONE TO ADVOCATE FOR YOU!

(Power Tip: Advocate for Your Boss)

It's important to shape the perception of you!

Not sure how to do this? Start by praising someone else. At some point, they'll praise you. (Reciprocity)

Jeffrey Pfeffer: HR: shape perceptions of your work.

"Do consider having an intentional, strategic, public relations strategy. Cultivate the media, write stories and blogs, give speeches relevant to your industry and area of expertise — in short, become known."

IMPACT, POSITIVE DIFFERENCE, MOVEMENT TOWARD PURPOSE:

If those are important, you need to deliberately grow your power.

Grow Clean Power!

Next Session: Succeeding with Transformation

