

## **Moments of Power in Leadership**

Does your leadership style need an energy boost? Below are two ideas that will energize your leadership position in your company and with clients.

### **1. Ask for other opinions and treat them as a valued resource**

Incorporate the habit of asking for your peers' opinions in order to increase your knowledge of a subject. Set your pride aside even if you feel you are an expert. You cannot know everything.

An example would be a scientist racing with other scientists to be first to make a certain discovery. The scientist who actually made the discovery was not the most intelligent of the group. In fact, he was very average. The differentiating element was that this average scientist cooperated with every other scientist as much as possible. The result was the acquisition of cumulative knowledge that helped him make the discovery before any of the other competing scientists, including the most brilliant of the group (who, by the way, worked in a vacuum and never cooperated with the other scientists because he was acknowledged as the most brilliant).

### **2. Place yourself in a position of power**

When you find yourself in a conflict or disagreement with someone, there are three positions you can take.

- **Position of Strength** - "If you are going to do this....., then I am going to do that....."
- **Position of Weakness** - "If you do this, I am going to be extremely disappointed....."
- **Position of Power** - "Let's work together....."

Let's consider a vendor relationship. You are at a breaking point in the relationship and instead of using a position of strength or weakness, you utilize a position of power. For example, you could say: "You know, we have had a good business relationship for 5 years and I really need your help on this point. I need this price concession in order to stay competitive in the market. Don't you think you can help me?"

You are recognizing the fact that you have an existing relationship with a co-worker or client and you would like them to side with you in this instance.

This type of language approach figuratively places you side by side with the other person instead of sitting across the "negotiating table".

Regardless if you are a novice or expert on a subject or your relationship is one day or 10 years old, these two ideas will energize your leadership position and serve you well.

*Concepts for this paper come from a recent encounter with Dr. Robert Cialdini of Arizona State University, author of **Influence: Science & Practice**.*



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