Power & Influence in Organizations

We often feel that we have the right answer to a problem but due to our inability to convince others, the solution does not get implemented. Organizations are complex social entities comprising of a number of individuals each having their own goals. Hence, if we want others to implement our ideas or solutions, we must also learn the art of influencing.

The secret of influencing lies in understanding others' goals, recognizing one's own resources, and knowing the psychology of influence to develop suitable strategies.

This program will help you to understand power dynamics in your environment, develop your own power bases, and select appropriate influencing strategies to get things done at the workplace.

Program Contents:

➢ Power & politics in organizations

➢ Our ambivalence about power

➢ Sources/bases of power in organizations

➢ Tactics of upward influence

➢ Strategies for using power

➢ Framing

➢ Psychological commitment

➢ Ingratiation, liking, & other impression management strategies

Pedagogy:

The pedagogy will be a mixture of lecture, group discussion, personal reflection, inventory based feedback, and real life case studies.

The workshop will be conducted over <u>one day</u> for a group of not more than <u>thirty participants</u>.

Target audience:

Senior and middle level executives.

Faculty:

Zubin R. Mulla is doctoral researcher at XLRI Jamshedpur in the area of transformational leadership and Indian culture. He has a degree in mechanical engineering and has a post graduate diploma in business management from XLRI Jamshedpur. He has over 8 years work experience which includes management consulting, executive training, and teaching in business schools. He has worked in change management initiatives for manufacturing and service industry and has managed large-scale programs such as TQM, TPM, Lean Manufacturing, New Product Development, and Six Sigma.

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