

Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer

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"Managing with Power" provides an in-depth look at the role of power and influence in organizations. Pfeffer shows convincingly that its effective use is an essential component of strong leadership. With vivid examples, he makes a compelling case for the necessity of power in mobilizing the political support and resources to get things done in any organization.

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CHAPTER 5 MANAGING POWER AND POLITICS IN ORGANIZATIONS. Resistance, Empowerment, Ethics. Objectives and learning outcomes. By the end of this chapter, you will be able to Appreciate that the central task of any manager is to manage people and that managing people means managing power relations Understand how power is played out in organizational structures Evaluate what might be bases for authority in organizations Grasp some of the central ethical issues involved in managing power and ...

~~CHAPTER 5 MANAGING POWER AND POLITICS IN ORGANIZATIONS~~

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Power (and politics) is probably the most important topic in project management but at the same time one of the least discussed subjects. Power, in the engineering sense, is defined as the ability to do work. In the social sense, power is the ability to get others to do the work (or actions) you want regardless of their desires.

~~Power and politics in project management~~

Managing with Power provides an in-depth look at the role of power and influence in organizations. Power is often disparaged, yet Pfeffer shows convincingly that its effective use is an essential component of strong leadership.

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Power and politics in organizations are a reality that no organization can ignore. Though the evolution of the modern corporation and the concomitant rise of the managerial class with a professional way of running the firms is touted to be one of the contributory factors for the decline on power politics in organizations, one cannot just simply say that there are no power centers or people with vested interests even in the most professionally run and managed firms.

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Problems of implementation are really issues of how to influence behavior, change the course of events, overcome resistance, and get people to do things they would not otherwise

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do. In a word, power. Managing With Power provides an in-depth look at the role of power and influence in organizations. Pfeffer shows convincingly that its effective use is an essential component of strong leadership.

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~~Power, Politics, and Organizational Change~~

power is attained, there is more opportunity to engage in political behavior One things does appear to be clear: the political element of the management process is non-rational. Organizations cannot pretend to engage in rational decision-making processes so long as political influences play a role -- and they always will!

~~POWER AND ORGANIZATIONAL POLITICS~~

A political pyramid exists when people compete for power in an economy of scarcity. In other words, people cannot get the power they want just for the asking. Instead, they have to enter into the...

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The temporary handover of chairmanship of the Independent National Electoral Commission (INEC) by Prof. Mahmood Yakubu, last week, may have opened the election management body (EMB) to fresh ...

Although much as been written about how to make better decisions, a decision by itself changes nothing. The big problem facing managers and their organizations today is one of implementation--how to get things done in a timely and effective way. Problems of implementation are really issues of how to influence behavior, change the course of events, overcome resistance, and get people to do things they would not otherwise do. In a word, power. Managing With Power provides an in-depth look at the role of power and influence in organizations. Pfeffer shows convincingly that its effective use is an essential component of strong leadership. With vivid examples, he makes a compelling case for the necessity of power in mobilizing the political support and resources to get things done in any organization. He provides an intriguing look at the personal attributes—such as flexibility, stamina,

and a high tolerance for conflict—and the structural factors—such as control of resources, access to information, and formal authority—that can help managers advance organizational goals and achieve individual success.

In today's complex work world, things no longer get done simply because someone issues an order and someone else follows it. Most of us work in socially intricate organizations where we need the help not only of subordinates but of colleagues, superiors, and outsiders to accomplish our goals. This often leaves us in a "power gap" because we must depend on people over whom we have little or no explicit control. This is a book about how to bridge that gap: how to exercise the power and influence you need to get things done through others when your responsibilities exceed your formal authority. Full of original ideas and expert insights about how organizations—and the people in them—function, *Power and Influence* goes further, demonstrating that lower-level personnel also need strong leadership skills and interpersonal know-how to perform well. Kotter shows how you can develop sufficient resources of "unofficial" power and influence to achieve goals, steer clear of conflicts, foster creative team behavior, and gain the cooperation and support you need from subordinates, coworkers, superiors—even people outside your department or organization. He also shows how you can avoid the twin traps of naivete and cynicism when dealing with power relationships, and how to use your power without abusing it. *Power and Influence* is essential for top managers who need to overcome the infighting, foot-dragging, and politicking that can destroy both morale and profits; for middle managers who don't want their careers sidetracked by unproductive power struggles; for professionals hindered by bureaucratic obstacles and deadline delays; and for staff workers who have to "manage the boss." This is not a book for those who want to "grab" power for their own ends. But if you'd like to create smooth, responsive working relationships and increase your personal effectiveness on the job, Kotter can show you how—and make the dynamics of power work for you instead of against you.

There is a long tradition of research on politics, power and exclusion in areas such as sociology, social policy, politics, women's studies and philosophy. While power has received considerable attention in mainstream management research and teaching, it is rarely considered in terms of politics and exclusion, particularly where the work of women writers is concerned. This second book in the Routledge Series on Women Writers in Organization Studies analyses the ways in which women have theorised and embodied relations of power. Women like Edith Garrud who, trained in the Japanese art of jujutsu, confronted the power of the state to champion feminist politics. Others, such as Beatrice Webb and Alva Myrdal, are shown to have been at the heart of welfare reforms and social justice movements that responded to the worst excesses of industrialisation based on considerations of class and gender. The writing of bell hooks provides a necessarily uncomfortable account of the ways in which imperialism, white supremacy and patriarchy inflict unspoken harm, while Hannah Arendt's work considers the ways in which different modes of organizing restrict the ability of people to live freely. Taken together, such writings dispel the myth that work or business can be separated from the rest of life, a point driven home by Rosabeth Moss Kanter's observations on the ways in which power and inequality differentially structure life chances. These writers challenge us to think again about power, politics and exclusion in organizational contexts. They provide provocative thinking, which opens up new avenues for organization theory, practice and social activism. Each woman writer is introduced and analysed by experts in organization studies. Further reading and accessible resources are also identified for those interested in knowing (thinking!) more. This book will be relevant to students, researchers and practitioners with an interest in business and management, organizational studies, critical management studies, gender studies and sociology. Like all the books in this series, it will also be interest to anyone who wants to see, think and act differently.

Every organization has its share of political drama: Personalities clash. Agendas compete. Turf wars erupt. But you need to work productively with your colleagues—even the challenging ones—for the good of your organization and your career. How can you do that without compromising your integrity? By acknowledging that power dynamics and unwritten rules exist—and constructively navigating them. Whether you're a new professional or an experienced one, this guide will teach you how to: (1) Build relationships with difficult people, (2) gain allies and increase your sphere of influence, (3) wrangle resources, (4) move up without alienating your colleagues, (5) avoid power games and petty rivalries, and (6) claim credit when it's due.

The question of how to improve organizational effectiveness through better people management is always top of mind. This book challenges incorrect and oversimplified assumptions and much conventional management wisdom - delivering business commentary that helps business leaders make smarter decisions.

This book examines India's foreign and defence policy changes in response to China's growing economic and military power and increased footprint across the Indo-Pacific. It further explores India's role in the rivalry between China and the United States. The book looks at the strategic importance of the Indian Ocean Region in the Indo-Pacific geopolitical landscape and how India is managing China's rise by combining economic cooperation with a wide set of balancing strategies. The authors in this book critically analyse the various tools of Indian foreign policy, including defence posture, security alignments, and soft power diplomacy, among others, and discuss the future trajectory of India's foreign policy and the factors which will determine the balance of power in the region and the potential risks involved. The book provides detailed insights into the multifaceted and complex

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relationship between India and China and will be of great interest to researchers and students of international relations, Asian studies, political science, and economics. It will also be useful for policymakers, journalists, and think tanks interested in the India–China relationship.

Capitalizing on significant developments in social science over the past twenty years, this book explores both the positive and negative aspects of power, identifying opportunities and threats. It shows how managers and employees can manage power in order to make it a constructive force in organizations.

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