



3 Minute Mentor

Episode 49: Show Notes

Episode 49: How do I achieve objectives without power?



Few people have the power to make people do things in most companies. However, there is a way to think about power that can help, if you don't have it.

1. If you have more power

Let us think of how to get someone out of a room.

In theory, if you have more power than them you can PUSH them out the door.

Whether it's strength or that you hold some punitive punishment over them it should be quite easy.

Having got them there, you would need to think through the implication of the use of that power.

Moreover, can you keep them out?

2. If you have less power

If you have less power then PUSHing is not the answer, you need to PULL them out

Again, you may be able to do this with strength, but more likely it will be persuasion.

You need to sell them on why they should leave the room.

You need to use your influencing skills (See Episode 50).

3. If you share equal amounts of power

So what happens when you have the same amount of power as someone?

Effectively, what do you do if they are your peer in power?

The simplest answer to this to is DISENGAGE – ie: walk away.

You know that they will leave the room on their own at some point.

In business terms, you walk away to fight another day.

The more complicated answer is that you need to build bridges between you and the other person to get a common solution to the problem.

Bottom Line: It's a mistake to believe that telling people to do something and using your power to do it is a long-term solution to anything. You need to learn to build bridges between you and your colleagues.