A Company Of Leaders: Five Disciplines For Unleashing The Power In Your Workforce

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A leader has the power to lead. A manager has the power to analyse and implement things. An executive has the power to do things for his company. Thus, there are many sources of power and power is needed by everyone to get the work done. Referent power is power that is a resultant of the personality of a person. The relationships that a person develops with co-workers and the charisma with which a person is able to present himself/herself to others results in a certain level of respect and approachability towards that person. Referent power can also be a result of closely knowing senior people in the organization or those who are at a position of leadership and authority of any kind.

5) Reward Power. The key is to unleash people’s inner intrapreneurship. This is the part of us that bubbles with ideas to improve (or create new) products, services, processes, and policies within the company we work for. Entrepreneurs, of course, create their own companies. The successful ones burn with passion, drive, and vision. Intrapreneurs bring that same energy to their current workplaces. Every single person in your organization should know that kind of happiness is within reach. When you see people who can’t wait to get to work in the morning, you know you’ve created intrapreneurs who will radiate a highly contagious fulfillment and happiness. It’s a beautiful thing. Talent is a terrible thing to waste. Most companies are using only a fraction of their employees’ potential.