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John P. Kotter. is Chairman of the Organizational Behavior and Human Resource Management Area at the Harvard Business School.. He has won McKinsey awards for two Harvard Business Review articles, "Managing Your Boss" and "Power, Dependence, and Effective Management," and received the 1977 Exxon Award for innovative curriculum design for developing the Self-Assessment and Career Development ...

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John Kotter has isolated, defined, and articulated one of the most elusive and misunderstood aspects of management. "POWER AND INFLUENCE" is must reading for all staff managers. Allan Cox. President, Allan Cox & Associates, Inc. There is the meaning of authority, which we understand pretty well, and the meaning of influence, which we don't.

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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."

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To succeed, we must stand as leaders in our organizations, regardless of position, and influence the influencers. There are several factors that can attribute to emerging as a leader. Here, we ' ll detail out the seven factors highlighted in John Maxwell ' s The 21 Irrefutable Laws of Leadership. 1. Character – Who They Are

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John is sophisticated enough to foresee all these problems, to recognize the potential for a major power struggle at the bank, and to realize that the bank desperately needs strong leadership at this point in its history. He is less sure, however, how he can best influence events in a positive way. This book is also written for people like John. ll

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Power and Influence. By John P. Kotter. Trade Paperback. eBook. LIST PRICE \$16.95. PRICE MAY VARY BY RETAILER. Buy from Us. Table of Contents.

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.

In the last decade there has been an increasing interest in the role of people management in formulating key business decisions. This book offers a counterbalance to the predominant view that Human Resource and Personnel managers have little influence in the strategy making process. The book offers guidance to Personnel / HR managers aspiring to raise their status in organisations, as well as an indication of the future development of the role of people management at the highest levels of business. It will be essential reading for all those with a professional or academic interest in Human Resource Management and employment relations.

Discover for yourself how to get along better with business associates, family members, and almost everyone else.

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.

An arsenal of powerful questions that will transform every conversation Skillfully redefine problems. Make an immediate connection with anyone. Rapidly determine if a client is ready to buy. Access the deepest dreams of others. Power Questions sets out a series of strategic questions that will help you win new business and dramatically deepen your professional and personal relationships. The book showcases thirty-five riveting, real conversations with CEOs, billionaires, clients, colleagues, and friends. Each story illustrates the extraordinary power and impact of a thought-provoking, incisive power question. To help readers navigate a variety of professional challenges, over 200 additional, thought-provoking questions are also summarized at the end of the book. In Power Questions you ' ll discover: The question that stopped an angry executive in his tracks The sales question CEOs expect you to ask versus the questions they want you to ask The question that will radically refocus any meeting The penetrating question that can transform a friend or colleague ' s life A simple question that helped restore a marriage When you use power questions, you magnify your professional and personal influence, create intimate connections with others, and drive to the true heart of the issue every time.

The nature of social power, the ability of individuals to affect the behavior and belief of others, is central to any understanding of the dynamics of change in our society. It is therefore surprising that social scientists, and especially social psychologists, have devoted relatively little attention to the subject and have accumulated relatively little knowledge about it. But this gap may be more apparent than real argues James T. Tedeschi; there has in fact been a great deal of research on many aspects of interpersonal influence. What is missing is the kind of consensus about an operational definition of the concept of power that would bring this work usefully into focus. The purpose of Social Power and Political Influence is to bring together the best work of scholars from many disciplines in order to organize, develop, evaluate, and interpret scientific theories of social, political, and economic power. The contributors are drawn from anthropology, political science, sociology, and social psychology. They illustrate a variety of approaches, ranging from ethnographic case studies to mathematically formalized models. Presenting theory and methods, these chapters treat in provocative and creative ways such important problems as the factors that affect the use of power and the nature of response to its use, the linkages that affect the flow of power between individuals and social systems, the consequences of attributions of power by actors and observers, and the implications of trust as an alternative to explicit influence. This in-depth scholarly sampling of research and theory will be of great interest to everyone concerned with the scientific study of social and political power and the influence processes. The interdisciplinary nature of the topic itself and of the work represented here make Social Power and Political Influence an important contribution for students and scholars in many fields, from social psychology, political

science and sociology to communications, management science, and economics.

To be effective, managers have to be skilled at acquiring power and using that power to persuade others to get things done. This guide offers must-know methods for commanding attention, changing minds, and influencing decision makers up and down the organizational ladder. The Harvard Business Essentials series provides comprehensive advice, personal coaching, background information, and guidance on the most relevant topics in business. Whether you are a new manager seeking to expand your skills or a seasoned professional looking to broaden your knowledge base, these solution-oriented books put reliable answers at your fingertips.

One of the world's most esteemed and influential psychologists, Roy F. Baumeister, teams with New York Times science writer John Tierney to reveal the secrets of self-control and how to master it. Pioneering research psychologist Roy F. Baumeister collaborates with New York Times science writer John Tierney to revolutionize our understanding of the most coveted human virtue: self-control. Drawing on cutting-edge research and the wisdom of real-life experts, Willpower shares lessons on how to focus our strength, resist temptation, and redirect our lives. It shows readers how to be realistic when setting goals, monitor their progress, and how to keep faith when they falter. By blending practical wisdom with the best of recent research science, Willpower makes it clear that whatever we seek—from happiness to good health to financial security—we won't reach our goals without first learning to harness self-control.

"Learn the six psychological secrets behind our powerful impulse to comply." - cover.

The authors argue against the aggressive selling of ideas and instead emphasize listening, genuine engagement and commitment to a lasting business relationship in order to get someone to come around to one's way of thinking.

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