How to wield power for higher staff productivity

Power. Some leaders crave it. Some managers utilise it sparingly. But the issue of who holds power over one another permeates all aspects of human society.

From the time you are born, your parents hold power over you that changes in nature as you grow older.

Teachers in classrooms hold different power over their students. When stopped by traffic police, they hold certain powers over you.


Inside organisations, employees can quickly name the leaders who might force their power over others.

Usually observers think of power in the traditional sense of given authority being exercised forcefully. However, there exist

Next, you may utilise the legitimate power entrusted to you in your position by the shareholders of the company. As the CEO of a firm, you hold power through the facilities of your office.

Reward power centres on your ability to reward employees for good work in their jobs. Rewards range from salary raises, bonuses, awards, recognition or other benefits.

Lastly, your desire may lay in coercive power. As a leader, you have the choice to coerce and force employees to your way of thinking. You may make work and life difficult for employees if they do not act as you choose.

Stop and think. All too often, leaders here in East Africa resort to the “big boss” method: “I say it so you must do it because I am the boss.”