

Power On Purpose workshop

An organisation's productive activity arises from individual, personal power. Misunderstandings abound regarding the nature of that power, and how it can be created, fostered and maintained in support of an organisation's purpose. **Power On Purpose** introduces a simple technique to identify the type of power required for each task, the ways in which that power may need to be supported, the means by which 'win/win' connections between individuals and organisations can be created and maintained, and the mistakes about power which hinder both personal and collective success.

In the workshop, participants will be introduced to a 'power diagnostic' which can be used to review any type of power-issue - whether within individuals, between individuals, within organisations, or between organisations - and point toward actions to improve overall effectiveness and satisfaction. The diagnostic consists of a set of working-definitions about power and its functional and dysfunctional forms, and a suite of questions which link power to purpose, and identify potential sources for problems which may need to be addressed.

The workshop includes brief presentations interspersed with periods for subgroup and whole-group discussion. Themes for discussion will include participants' personal understandings of the term 'power'; participants' response to the set of definitions that underpin the power-diagnostic; and applicability of the whole diagnostic to participants' own work and practice.

Context: may be used at any time, either as a 'stand-alone' or in conjunction with other modules; often incorporated into a broader program

Outcomes: participants will be able to identify behaviours and beliefs within themselves and others which work towards or against a chosen personal and/or collective purpose, and to select behaviours and beliefs which will be supportive of that purpose for all involved; organisational outcome is improved communication and cooperation across the organisation; improved leadership skills

Format: experiential workshop

Duration: 3 hours

Participants: 15-30; all skills, all levels, preferably from diverse backgrounds and roles

Keywords: skills, leadership, communication, conflict resolution, integration