

JEFFREY  
PFEFFER

# MANAGING WITH POWER

POLITICS  
AND INFLUENCE IN  
ORGANIZATIONS

# Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer

**Qian Wei**



## **Managing With Power Politics And Influence In Organizations Jeffrey Pfeffer:**

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**Managing with Power** Jeffrey Pfeffer, 1992 Change and the positive and negative consequences of power for organizations Politics and influence the mechanisms by which power is realized are unavoidable components of any business indeed any organization Pfeffer shows that by understanding where power comes from and how it can be used effectively managers can help their organizations and themselves achieve great things

**Managing With Power** Jeffrey Pfeffer, 1993-11-12 Although much has 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

**Managing with Power : Politics and Influence in Organization** Jeffrey Pfeffer, 1994 On influence in organizations

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Airpower John Gooch, 2013-11-05 The nine contributors to this volume study the rapid development of airpower during the twentieth

century as well as the methodological problems involved in assessing such change

**The Treuhandanstalt and Privatisation in the Former East Germany** Jutta E. Howard, 2018-12-20

This title was first published in 2001 This study explores the operation of the Treuhandanstalt the trust agency responsible for implementing the massive privatization programme launched in the former East Germany in 1990 It evaluates the level of satisfaction that stakeholder groups typically felt with regard to the agency its actions and its achievements

**Power/Gender** H. Lorraine Radtke, Henderikus J. Stam, Professor Henderikus J Stam, 1994-01-01 This book investigates the complex strands that inextricably link gender and power relations demonstrating how gender is constructed through the practices of power The contributors argue that female and male are shaped not only at the micro level of everyday social interaction but also at the macro level where social institutions control and regulate the practice of gender Power Gender explores how theorizing on power is affected when gender is taken into account post Foucauldian theory of gender and power whether it is possible to separate gender and power the connections between gender and the practice of power in political contexts and how these connections work in the specific contexts of women s lives and whether the construction of sex or gender is an expression of power relations

**The Governance of Philanthropic Foundations in Authoritarian China** Qian Wei, 2022-12-16 This book is the first monograph to provide a multilevel analysis of power dynamics underlying the governance of philanthropic foundations in the authoritarian context of China As a special kind of organization with a democratic culture Chinese foundations governance is under more pressure than we realize The government has been evolving its methods to impose stringent control over foundations Chapter 3 and purer foundations highly dependent on individual donations are more likely to adopt authoritarian leadership styles rather than being mechanisms spreading democratic values in Chinese society Chapter 4 However this practice does not come without a price Given power s double edge of both enabling and constraining effects although strongman leaders may use their power to get things done their power may also cause the problem of accountability Chapter 5 Overall Chinese society is a stable system with authoritarian power modes This system is not static but in constant flux homogenizing incompatible parts until all units of the system adopt the same power mode This book establishes a comprehensive and bleak picture of the unfavorable conditions foundations in China face and provides valuable insights to understand the future of the nonprofit sector in China This book will be of interest to students and researchers in the fields of sociology political science and nonprofit studies NGO management It will also be a valuable resource for NGP practitioners

**Queen Elizabeth II and the Africans** Raphael Chijioke Njoku, 2024-09-05 The road to Queen Elizabeth II s implementation of African reforms was rough especially in the first two decades following her ascension to the throne In this book Raphael Chijioke Njoku examines Queen Elizabeth II s role in the African decolonization trajectories and the postcolonial state s quest for genuine political and economic liberation since 1947 By locating Elizabeth at the center of Anglophone Africa s independence agitations the account harnesses the African interests to tease out the monarch s dilemma of complying with

Whitehall's decolonization schemes while building an inclusive and unified Commonwealth in which Africans could play a vital role Njoku argues that to gratify British lawmakers in her complex and marginal place within the British parliamentary system of conservative versus reformist Elizabeth's contribution fell short of African nationalists' expectations on account of her silence and inaction during the African decolonization raptures Yet ultimately the author concludes she helped build an inclusive and unified organization in which Africans could assert and appropriate political and economic autarky

**The Complete Idiot's Guide to Motivational Leadership** Scott Snair, Ph.D., 2007-11-06 Inspire instruct encourage and blow away the competition Motivating groups to work together is not easy Fortunately leadership can be learned In this comprehensive new guide a management expert shows how to lead a team You will come to understand what makes a leader think and act like one develop a personal leadership style see opportunity amidst crisis understand organizational behavior use discipline encouragement and promotion prioritize develop trust resolve conflict and earn respect and recognition A hard hitting straightforward approach that provides honest accurate information For anyone in a position of leadership from project manager to Little League coach

**Organizational Behavior 2** John B. Miner, 2015-06-01 This comprehensive text provides a detailed review and analysis of the building block theories in the macro organizational behavior field John Miner has identified the key theories that any student or scholar needs to understand to be considered literate in the discipline Each chapter includes the background of the theorist represented the context in which the theory arose the initial and subsequent theoretical statements research on the theory by the theory's author and others including meta analysis and reviews and practical applications Special features including boxed summaries of each theory at the beginning of each chapter two introductory chapters on the scientific method and the development of knowledge and detailed comprehensive references help make this text especially useful for every student and scholar in the field

Management for Cannibals ,

**Winning Decisions** J. Edward Russo, Paul J.H. Schoemaker, 2001-12-26 Business revolves around making decisions often risky decisions usually with incomplete information and too often in less time than we need Executives at every level in every industry are confronted with information overload less leeway for mistakes and a business environment that changes rapidly In light of this increased pressure and volatility the old fashioned ways of making decisions depending on intuition common sense and specialized expertise are simply no longer sufficient Distilling over thirty years of groundbreaking research Winning Decisions written by two seasoned business advisers and world leaders in behavioral decision studies is a comprehensive one of a kind guide to the proven methods of making critical business decisions confidently quickly and correctly Decision making is a business skill which managers often take for granted in themselves and others but it's not as easy as some might think The authors whose expertise has been sought out by over a hundred companies including Arthur Andersen Hewlett Packard IBM and Unilever contend that decision making like any other skill must be developed and honed if it is to be used effectively Winning Decisions offers step by step analyses of how people typically make decisions and

provides invaluable advice on how to improve your chances of getting your next big decision right the first time The book is packed with worksheets tools questionnaires case studies and anecdotes analyzing major decisions made by organizations like British Airways NASA Shell Oil and Pepsi Some of the proven straightforward techniques covered in Winning Decisions include how to Reframe issues to ensure that the real problem is being addressed Improve the quality and quantity of your options Convert expert yet conflicting opinions into useful insights Make diversity of views and conflict work to your advantage Foster efficient and effective group decision making Learn from past decisions your own and those of others With Winning Decisions managers and other professionals now have access to a proven set of skills and strategies they need for making the right decision right away     Power and Influence in Organizations Roderick Moreland and Margaret A. Neale, 1998-08-11 This volume is a readily accessible compilation of current original scholarly research in the area of power and influence in organizations It offers a rich exploration of emerging trends and new perspectives     *Initiatives by Subsidiaries of Multinational Corporations* Lars R. Dzedek, 2018-01-29 In the field of international business it is increasingly recognized that Multinational Corporations MNCs can no longer rely on headquarters as the single source of competitive advantage Therefore growing interest centers on decentralized entrepreneurial initiatives that originate in their network of foreign subsidiaries Based on an extensive review of literature Lars R Dzedek develops a comprehensive framework to help explain how the setting in which a foreign subsidiary operates impacts its entrepreneurial initiatives and outcomes The author conducts an empirical investigation in 14 foreign units of two large MNCs and offers detailed case studies with rich insights into entrepreneurial subsidiary activities     Managerial Leadership for Librarians G. Edward Evans, Holland Christie, 2017-10-11 Putting library management into the unique context of the not for profit world this work offers you invaluable guidance on how to manage your library effectively Managing a library presents a significantly different challenge than managing a small business a corporation or even a school or charity organization To be effective managers and excel in their careers librarians must understand their unique position in the social landscape and leverage that role to become influential leaders This guide shows librarians how to make the most of their inherent skills and develop new leadership strengths in order to become better library managers advance their careers and sustain their libraries in spite of changing environments and shrinking budgets The book examines many facets of managerial leadership defines what managerial leadership is and describes how to assess and increase leadership skills The chapters also identify the constraints unique to libraries and explain how you can develop positive relationships with government boards turn a vision into a practical strategic plan and exercise fiscal control You will gain invaluable knowledge about fund raising developing political skills advocacy and lobbying and legal and ethical concerns specifically in the library environment The final section of the book is devoted to people skills understanding yourself and others developing staff collaboration negotiation meetings and presentations and creating future success     Organizational Behavior John B. Miner, 2002 The book begins with a treatment

of the role of science and the nature of theory and research A discussion of the early origins and history of organizational behavior follows This is the most comprehensive coverage of how organizational behavior emerged and grew It presents and evaluates the first generation theorists whose work began during the first 20 years The subject matter covered is motivation leadership and organizational decision making The institutional culture of organizational behavior is discussed and a vision for the future of the field is stated Here the early history and the evidence from the theories are brought together in an effort to assess the identity of organizational behavior and where it might be headed

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