

# Week 5: Collaboration Café: Personal Power and Empowerment

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**This week's collaboration focuses on two power concepts, personal power base and empowerment, and how they are related. Regardless of the type of formal power a nurse may have, whether a novice or expert in the role as leader, each must develop a personal power base. Part of becoming a transformative leader is learning to empower others and is related to having a personal power base.**

- **What is a personal power base and what is (or has been) your plan for building one?**
- **Have you had any experience with having to rebuild it because of a position change or change in practice location?**
- **What was that experience like?**
- **Empowering others is reciprocal in nature. What does this mean?**
- **What is the relationship between having a strong personal power base and the ability to empower others?**

Hello All,

1.Nursing executives must understand the need for and create a personal power base in order to be successful. Individuals with significant personal influence exude optimism and vigor. Leaders with personal influence encourage and inspire followers to fulfill their goals. Personal qualities and skills, not social standing, are what give rise to one's authority. Their impact is grounded in their skills rather than position and depends on the relationships they establish. According to this week's lesson, personal power base can be influenced by three key factors. These consist of appearance, behavior, and communication (Chamberlain, 2022). A leader's presentation is a component of appearance. One is well put together rather than sloppy. The connotation that others develop is frequently influenced by presentation. Strong ethical values are displayed in competent leadership. Also, possession of the knowledge required to successfully carry out given tasks are essential. Lastly, communication is essential in all professions, but particularly in executive positions. Effective communication in a leader requires active listening, clarity, and honesty. These aspects will be the foundation of my power-base strategy.

2-3. Personally, I witnessed a transfer of power base when a fellow nurse was promoted to Nurse Manager, and eventually to Department Director. This can be a difficult adjustment for, not only the individual, but for the staff as well. One goes from being a peer to being in a position of power. It is uncomfortable for those involved to go from being a colleague to becoming the boss. There were some had a difficult time separating these roles.

4. If it is considered that sharing power advances society, empowerment results. Giving someone the required authority is the first step towards empowering them. How one views power has an impact on their capacity to inspire others. If it is thought to be limited, power sharing will not take place, and peers are less inclined to collaborate. It takes empowered team members to achieve success. When a leader gives his or her followers the opportunity to collaborate and achieve goals, individuals will desire to do so. By having the ability to inspire and motivate their team, one may set the standard by using their knowledge and enthusiasm to encourage similar conduct in others.

5. According to a study by Peyton et al (2019), aggressive leaders may have a detrimental impact on the level of motivation among their followers. Likewise, Leaders who do not misuse their position of authority are associated with higher levels of motivation among followers. Additionally connected to their inspiring outlooks was the followers' desire to succeed for their organizations. The capacity of nursing leaders to build their own personal power base determines their level of success. One's integrity and skills determine their authority, and their aptitude to motivate others is determined by how their definition of power. Developing a personal power base and empowering others are dependent on one another. A person can only be empowered after being given the full capacity. Influential people radiate a sense of enthusiasm and courage their followers to achieve their objectives. Being conscious of how our words as leaders influence others is key for empowerment.

-Stacy

Chamberlain University. (2022) NR531-11097. Week 5: Exploring Power, Influence, and Empowerment Within Organizations. Adtalem Global Education, Inc.

Peyton, T., Zigarmi, D., & Fowler, S. N. (2019). Examining the relationship between leaders' power use, followers' motivational outlooks, and followers' work intentions. *Frontiers in psychology, 9*(2620), Pg1-Pg20. Retrieved from: <https://doi.org/10.3389/fpsyg.2018.02620>

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Hello Mary and Class,

The strategy for developing a personal power base will be different depending on the circumstance and person. Having the ability to empower others and establishing one's own power foundation are closely associated. If a leader has a strong support system, they can inspire and foster teamwork. A leader achieves this by attracting support based on their competencies. Greater impact results from ongoing learning, fixing problems, and simplifying procedures. One's power base will grow if their supporters believe they can offer resolutions to current challenges. Leaders may contribute to the sharing of viewpoints so that the company can continuously improve. Focusing on goals, coming up with improved ideas, having meaningful relationships with peers, and empowering the team to achieve success are all methods for having a substantial impact. Many will face hurdles such as changes in position on

status. This will often require a PPB to be reestablished; this process can be challenging. I have found myself in such situations when transferring to different facilities. With a solid personal power base, one's competencies and integrity speak volumes about their ability to lead successfully.

The organizational structure bestows influence on leaders, who may further it by their own conduct and manner. I was in staff position at my current facility only a few months before I was asked to be a charge nurse and preceptor. I felt I was not equipped to do so, as I was still learning the workflow myself; However, I received a great deal of positive feedback, encouragement, and support from fellow co-workers and leadership. Not being there for but a brief time, I had quickly established a report and shown competence such roles. I was appointed to Team Leader shortly thereafter. Others had confidence in me, which I did not yet have in myself. Without realizing what was taking place, I was building my own personal power base and gaining support from colleagues.

-Stacy

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## ASSIGNMENT

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- Personal power bases are self-made and include categories such as personal appearance, attitude, and behavior. However, my own personal power base relies heavily on behavior. Although appearances and attitudes can be important, I try not to base my opinions of others based on artificial or transient things like hair, make-up, clothing, or a "bad day". Therefore, the most important power base, in my opinion, should be behavior. Behavior is something that should be consistent and truly allows other people to see who you are as a person. To put it simply, too often people LOOK like leaders, without actually acting like one.
- One of my unique characteristics that helps to formulate my power base is the fact that I align most closely with the traits and characteristics of the servant leader. The servant leader empowers others to take accountability and responsibility because often times they can be found "in the trenches" with their employees. This type of behavior builds trust which allows nurses to create a solid foundation for further leadership development.