

## **Sources of Power**

from Morgan, G. 1997. *Images of Organization*. Sage Publications

- Formal authority
- Control of scarce resources
- Use of organizational structure, rules and regulations
- Control of decision processes
- Control of knowledge and information
- Control of boundaries
- Ability to cope with uncertainty
- Control of technology
- Interpersonal alliances, networks and control of informal organization
- Control of counter organizations
- Symbolism and the management of meaning
- Gender and the management of gender relations
- Structural factors that affect the stage of action
- The power one already has (personal power)

The sources of power provide organizational members with a variety of means for enhancing their interests and resolving or perpetuating organizational conflict.

**What sources of power does a non-organizational member have to influence the organization?**

**How easy is it to influence someone else?**

**What skills do you need?**