



high performance executive counsel



POWER & POLITICS: HOW DO YOU GET TO YES (MUTUALLY BENEFICIAL RESULTS)

WOMEN IN ENERGY
MARCH 2016

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Points to Consider – Our Observations and Assertions

- Power is neither inherently “good” nor “bad”
- An Emerging Best Practice in industry:
 - building and leveraging **networks** to produce **mutually beneficial** results
- Numerous research studies suggest that Women often have a stronger orientation toward:
 - Building Networks
 - Seeking Mutually Beneficial results
- Our observation is that Women may overlook or underestimate the value of these skills

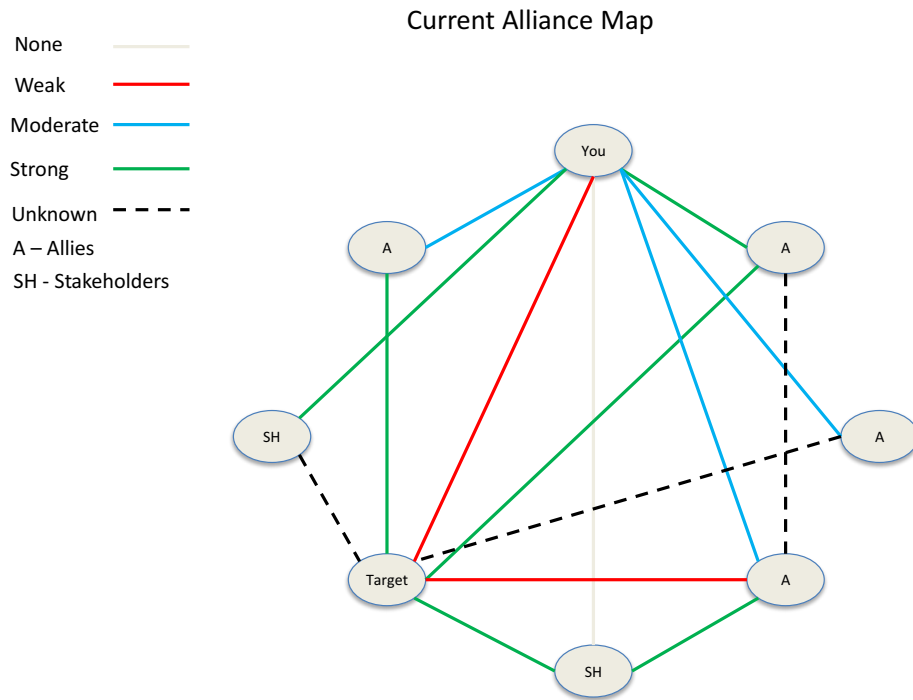
How do we think about Power? One perspective:

- Three ways of utilizing Power*
 - Coercive
 - Manipulative
 - Persuasive
- Persuasive Power is often the most effective when:
 - We intend on producing mutually beneficial results
 - We are working within our networks
 - We are working on complex situations involving change
 - We are committed to being authentic

**From the work of Robert Greenleaf*

Networks can be mapped to identify Alliances for producing results

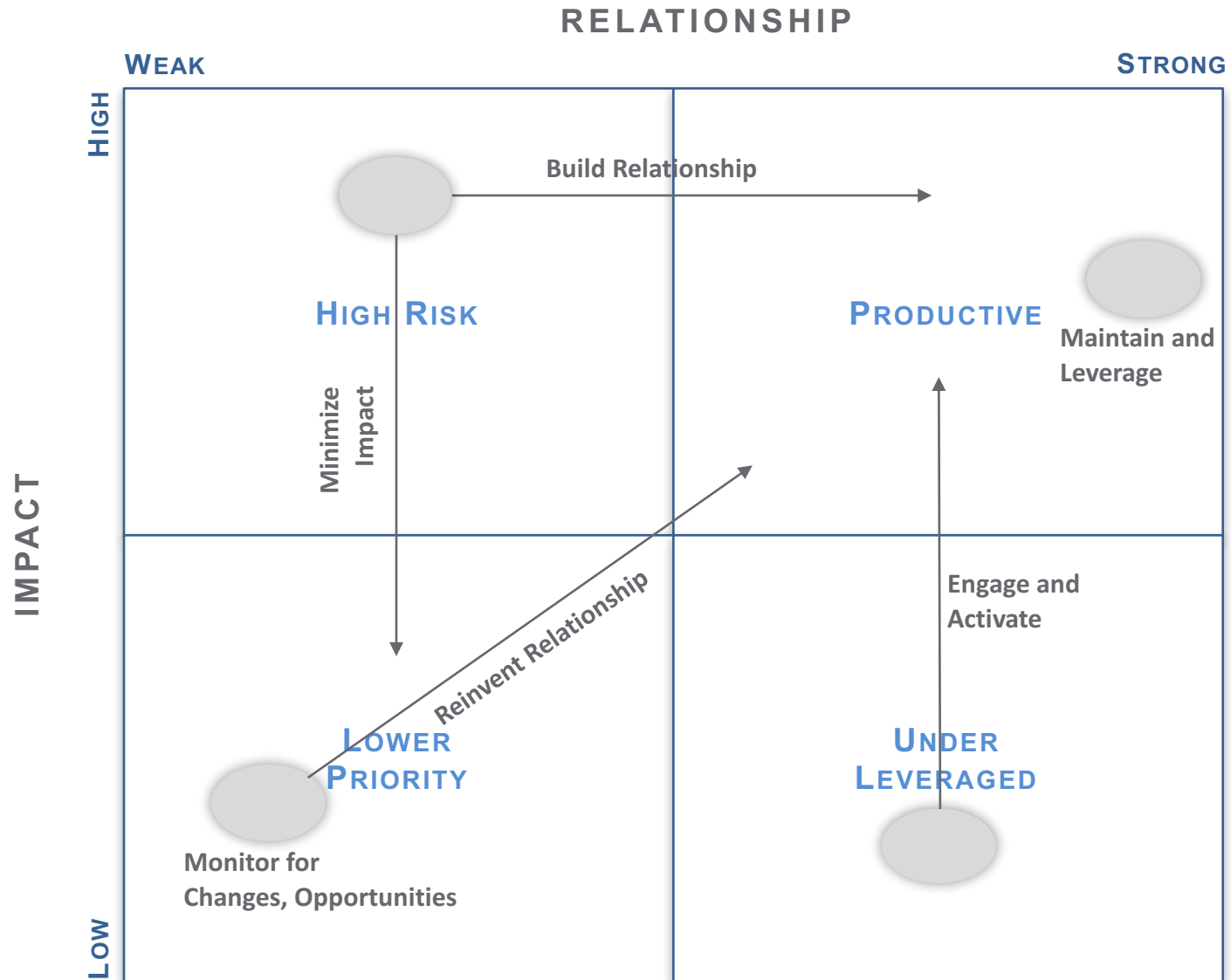
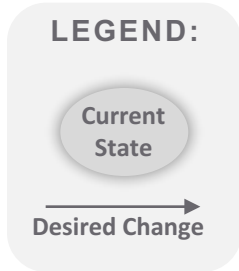
- Thinking about the results first – who is the target?
 - Who are the stakeholders, who has an interest in the outcome (pro or con)?
 - How are they connected to the target?
 - How are you connected to them?
 - How strong are the relationships?



Date:

By:

Generic Relationship Strategies



Turning the Strategies into a Plan - Lots to do and 3 Things to remember

- It is critical that you understand:
 - “Your” desired results
 - “Their” concerns – as many of them as you can see
 - The congruence, or not, of your results and their concerns – be clear about this
- You may benefit from being able to frame the conversations in what matters to them
- You need to understand the commitments you are asking for, AND the commitments you are willing to make and deliver on