Peter Boumgarden, PhD

Executive Leadership Through Influence Association of Corporate Councel - LEC 2024





Informal Leadership Development Plan

Building Power Bases	Opportunities	
Positional Power	 Expand Resource Control Increase Centrality in information Flow Demonstrate Criticality Increase Visibility Demonstrate Importance 	
Network Power	 Expand Network for Work Resources Expand Network for Career Support Expand Network for Personal Support Leverage the Existing Network 	
Reputational Power	 Expand My Reputation as High Competence Expand My Reputation as High Character 	
Performance Power	 Ensure My (My Team's) Performance Aligns with Critical Organizationl Objectives Ensure My (My Team's) Performance is Visible Across the Organization 	



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Implications



Landscape Analysis & **Alternative Strategizing**

- 1. What outcomes / bundled (across people/time)

	Stakes * Power = Potential Force	Change Power by	Change Stakes by
Me	x =		
	x =		
	x =		
	x =		
	x =		
	x =		

- 2. Who involve / incentives
- 3. How <u>approach / frame / language / data</u>?
- 4. When timing / sequence



Informal Leadership Development Plan

Building Informal Leadership	Strategic Develo Question
Power Bases	How do I more robustly develop my power change I desire in the hos
Savvy & Influence	In the political situation in focus for today's se path forward for leadin



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opment 1	Strategic Development Question 2
r bases to influence the kind of pital system?	How do I more robustly leverage my existing power bases to influer kind of change I desire in the hospital system?
ession, what is one alternative ig change?	Across situations more generally, how might I better read the pol environment to know how and where to intervene?

