

Peter Boumgarden, PhD

# Executive Leadership Through Influence

Association of Corporate Council - LEC 2024





# Informal Leadership Development Plan



**WashU Olin  
Business School**  
*Peter Boumgarden, PhD*

Building Power Bases	Opportunities	Implications
<p><b>Positional Power</b></p>	<ul style="list-style-type: none"> <li>• Expand Resource Control</li> <li>• Increase Centrality in information Flow</li> <li>• Demonstrate Criticality</li> <li>• Increase Visibility</li> <li>• Demonstrate Importance</li> </ul>	
<p><b>Network Power</b></p>	<ul style="list-style-type: none"> <li>• Expand Network for Work Resources</li> <li>• Expand Network for Career Support</li> <li>• Expand Network for Personal Support</li> <li>• Leverage the Existing Network</li> </ul>	
<p><b>Reputational Power</b></p>	<ul style="list-style-type: none"> <li>• Expand My Reputation as High Competence</li> <li>• Expand My Reputation as High Character</li> </ul>	
<p><b>Performance Power</b></p>	<ul style="list-style-type: none"> <li>• Ensure My (My Team's) Performance Aligns with Critical Organizational Objectives</li> <li>• Ensure My (My Team's) Performance is Visible Across the Organization</li> </ul>	



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Building Informal Leadership	Strategic Development Question 1	Strategic Development Question 2
Power Bases	How do I more robustly <b>develop</b> my power bases to influence the kind of change I desire in the hospital system?	How do I more robustly <b>leverage</b> my existing power bases to influence the kind of change I desire in the hospital system?
Savvy & Influence	In the political situation in focus for today's session, what is <b>one alternative path forward</b> for leading change?	Across situations more generally, how might I <b>better read the political environment</b> to know how and where to intervene?