Title page

Tracy D Minor

Walden University

French and Raven’s Theory

The power of French and Raven bases include coercive that states that a leader can punish others in case of non-compliance. Coercive leaders are more inclined to use force on others for attaining organizational goals. The common type of punishments that leaders can use include penalties, fines, threats and negative reward schedules. This power is used by the leaders with the aim of influencing people and using them for the best interest of the company. This is commonly adopted by the strict leaders who aims at attaining a common goal. Punishing suggests to adopt strict behavior or treatment against the employees who have failed or neglected to perform their duty. The power suggests that different coercive tools are used by the leaders for limiting the power of the employees. This is effective for controlling the behavior of the people by threatening that they will be fired, denied of privileges or demotivated (Ashby & Miles, 2002). Coercive power states that only a person with superior power or position can use this for managing people in an institute or organization. There are also some negative impacts of this power because too much coercion will cause people to leave.

The second power base explained by French and Raven is ‘Expert’ that claims that a leader require high levels of skills and knowledge. This power states that when an individual has knowledge and skills he can use them for solving a problem. Skills are needed for understanding the situation of offer suggestions. A solid judgment is also the outcome of individual skills and knowledge that allow leader to handle complex situations in appropriate manner. The power of ‘Expert’ also states that it allows an individual to outperform others on the basis of their unique skill sets and capabilities. This also requires an individual to have some ideals and values for performing the role of leadership effectively. The common skills required by a leader for proving expert power base include confidence, decisiveness and rational thinking. A leader who is expert must be able to make efficient decisions by considering alternatives and choosing the right option. Confidence is a common attribute that gives more power to the leader and adds to their power (Gandz, 2005). The skill of rational thinking is also needed for proving the expert power base. It adds to the capability of taking right decisions at right time.

I might use the knowledge of French and Raven’s theory for resolving problems presented in the case study. I can use the basic concepts of leadership for addressing the problems at workplace. Personal power is critical for working in a group because it adds to the power of influencing others. I think different leadership attributes can be used in different situations for attaining best results. Such as the concept of coercive leadership is effective for controlling employees who are neglecting their duties and undermining organizational performance (Gandz, 2005). Punishment will convince them to perform their duties with dedication and avoid non-productive behaviors. Penalties can be used for discouraging negative behaviors at workplace. I think that expert leadership can be used for identifying skills and competencies that helps in building a positive and strong work environment. Similarly the skill of rational thinking allow leaders to think about different options and find the most appropriate solution. Similarly confidence can allow leader to take a bold decision that adds to the best interest of the organization. The knowledge also suggests that managers must be able to choose the right leadership qualities for taking right actions.

References

Ashby, M. D., & Miles, S. A. (2002). Leaders talk leadership: Top executives speak their minds. Oxford: Oxford University Press.

Gandz, J. (2005). “The Leadership Role.” Ivey Business Journal, 66(1).