

Question of the Week – April 7, 2019



Does power really corrupt in the workplace?

The proverbial saying that power corrupts has been around since the late 1800s and it is something that transcends from politics to business. The notion that as some people gain more power their moral compass decreases exposes an interesting relationship on how power is used or misused. And it is not difficult to see when power is abused at the expense of growing the company for example. But power is also good because it helps to get things done, right? A. Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of corrupt power outside of work.
 - 1) Identity Politics: Promoting us vs. them mentality.
 - 2) Call Out Culture: Disruptive and unhealthy to build relationships.
 - 3) Politics: Leader calling others the enemy.
 - 4) Other.

Discussion Points

- a. Ask your team for examples of corrupt power at work.
 - 1) Company Culture: Claiming the value of employees while behaviors of senior managers demonstrate the opposite.
 - 2) Toxic Work Environment: Employees are humiliated in group settings.
 - 3) Managing by Fear: It is understood that employees can be fired at will without good cause and some have lost their jobs to prove the point.
 - 4) Other?
- b. Ask your team for ideas on how to manage corrupt power in the workplace.
 - 1) Avoidance: When possible every attempt should be made to avoid someone who will abuse power.
 - 2) Employee Survey: Provide honest feedback if and when information is anonymous.
 - 3) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where corrupt power has created conflict.
 - 1) Example: A manager promotes an ill-advised strategy that promotes self gain at the expense of the company's goals.
 - 2) Solicit ideas on how to address this issue on a team level.
 - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.