

# Turning Power Plays Into Teamwork

A power play occurs when a team member uses power, seen and unseen, to influence the work group to his or her agenda or expectations. This misuse of power frustrates many managers and leaders who struggle to understand why the person will not just get on board. Beyond that, many people in the group are frustrated by the dynamic this creates in the team. This half-day course equips leaders of groups with the ability to diagnose power plays and the tools to address them. Participants will see eleven different power plays and use the principles and practices of team leadership and team dynamics to turn them into teambuilding events.

## Outline

- See how power plays develop
- Accurately diagnose power plays
- Identify the opportunity to make a power play a teambuilding event
- Practice an effective model of addressing power plays
- Learn the criteria for evaluating your approach to power plays before you address them

## Objectives

- Intentionally navigate the turbulence power plays create in your team
- Accept power plays as a normal part of teamwork
- Practice leadership principles that make power plays teambuilding events
- Don't make power plays personal
- Strengthen both the relationships and performance of your team