

## Interpersonal power plays

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*Inter-personal power plays increase or diminish a manager's influential power. These plays are manipulative, often insidious: they are staged imperceptibly, and establish themselves as interpersonal time-bombs, ready to explode at a much later date.*

*Poor relationships cause people to recoil within themselves, and become defensive. They jeopardize enthusiasm and the will to work together. Communicating frankly and openly allows for a durable, successful relationship, especially in the case of people living together or working in a group or team.*

*Prevention is better than cure: this course examines what can be done to establish and maintain constructive relationships in an assertive way, and lead your co-workers (subordinates, bosses, and colleagues) to do the same.*

### Duration

2 days

### Public

Anybody who wishes to improve relationships in general

### Objectives

- To understand the causes of relational power plays
- To become aware of relational power plays
- To identify power plays using 8 criteria
- To put a stop to potential power plays
- To communicate without using power plays
- To increase one's institutional power through honest communication

### Program

- Perceiving and judging: difference?
- Influence, authority and power
- 2 levels of simultaneous communication: relation and content
- The dramatic triangle
- The 8 criteria of a relational power game.
- Who is responsible?
- How to disarm an attempt at a power play?
- Criteria of honest and assertive communication

## Methodology

This very interactive training is completely oriented towards real situations.

The choice of *the circular methodology* guarantees the strongest transfer of the treated conceptual elements towards the application and use afterwards in the work environment.

