LEADERSHIP AND TEAM BUILDING

By: Mike Nesongano

Article 2: Power and Delegation

What Is Power?: "Power" implies a broad physical influence, a sort of hypnotic power to influence behaviours, and it is not always the appointed manager who has this "power." The person with power exerts a strong personal influence on others, an influence sometimes referred to as "charisma." The democratic leader who understands people and their behavior will have a sort of power over them, and he can influence their judgments to such a degree that they will come to accept his views as their own. He plays his role in accordance with the rules laid down, and submits easily to external forces.

What Is Delegating?: "Delegating" is subdividing a task and assigning a smaller part of it to a subordinate together with the necessary authority to execute it. Leaders bear the responsibility for performing task according to orders, and it is their duty to account for their action. Subordinates can accept responsibility and task for themselves only if management delegates enough of the sort of authority to them.

Refrerent Power: This refers to personal power and somewhat concept. In this situation, subordinates follow their leader simply because they like him, respect, or identify with him. In other words, the leader's personal characteristics make him or her attractive, such a leader is said to have "charisma".

The Expert Power: "This is power based on knowledge and expertise. A leader who has special power over those who need this knowledge or information has more important the information, and the fewer the people who possess it, the greater the power of the person who commands it.

Remember! A manager who possesses all five kinds of power is a strong leader. However, not only managers or leaders have power, subordinates also possess power. Managers, for instance, sometimes depend on their subordinates for information; a subordinate may have social influence.

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em Africa is a trade mark of intellectual property like United and Renamo with which Hidipo strategised in Belgium last year to bring about a regime change (and to be rescued). (Namibia Today 8 Oct. 2010).

I repeat, "Africa is not only challenged by external enemies; it also has an elaborate catalogue of internal demons to deal with. There is a group of false saviors, who have a self-sufficient agenda meaning Africa's success is a cheaply traded commodity, which is to be rejected by ego and personal gain. One example of this is those who are agents of conflict and hate politics. Their bases for success are people's moral vulnerability. These people's aim is to poke internal fires and burn Africa by its strongest element of diversity. The fruit of this is suspicion, thus people are anything but open and honestly challenge, collectively, Africa's problems. Let us advance the view that it is possible for a pluralism of cultures to exist in unity in diversity within a hierarchy which demands cultural equality and respect."

As surely as I can recall that vision exists of founding Father as a good shepherd leading from the front carrying a banner and followed by the two former PMs, a woman dressed in full party attire, and a lushly draped in the air symbolizing the SWAPO's trademark "Namibian" symbol and a sea of waving flags and Hidipo leading from the back. Speaking at the 7th World Business Forum, an annual symposium regarded as the world's most influential management forum, in New York, Stiglitz warned that the U.S. economy is "still not out of the woods yet" and even risks slipping into a Japanese-style malaise. Asked how he sees conditions one year from now, Stiglitz said that the economy probably is not going to be a disaster, and there may be positive growth. But, he continued, the growth will be too slow compared with demand for jobs, and the unemployment rate will possibly stay above nine percent, or even ten percent.

"Much higher unemployment is the new normal," he said. Although the recession officially ended in June 2009, as the Obama administration's first stimulus package did, the White House, which has been criticized for employing too many academics, needs more business people. "You need both," he said. "Academics have had time to think about the big problems facing the economy, but business knows how to solve them.

Appointing someone from the business community as President Barack Obama's chief economic advisor would be a good start, Stiglitz said.

Delegation is the new normal, he said. The goal of that job is to act as the gate-keeper for the president, vetting ideas from many different agencies, and the ability to understand the economic policies and businesses and academic is critical, he said. (Xinhua)

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Russia to continue contacts with West on missile defense cooperation

MOSCOW, Russia will continue contacts with the United States and NATO on the issue of missile defense cooperation, Russian Deputy Foreign Minister Alexander Grushko said Wednesday.

Commenting on the agenda of the informal Russia-NATO summit in Lisbon, Grushko said any possibilities of missile defense cooperation "will be discussed."

"NATO Secretary-General Anders Fogh Rasmussen has put forth an initiative (on the creation of a joint missile defense system) and it is now being studied thoroughly," the diplomat told journalists on the sidelines of the Munich Security Conference today.

"We will continue contacts with American partners and NATO countries on this issue in the short term," he added.

The minister said the first meeting of the Russia-NATO Council would focus on all spectra of challenges and threats, the fight against terrorism and counteraction against piracy.

Russian President Dmitry Medvedev announced on Tuesday that he will attend the NATO summit in Lisbon on Nov. 20 to accommodate and develop dialogue between Russia and the transatlantic bloc. (Xinhua)