

POWER MAP™

Purpose: To more effectively reach your Goal, understand the people and organizational landscape to become more strategic and deliberate in your interactions.

When to Use: First have a clear and specific Goal (examples: Seeking a promotion/bonus/role change, manage a work transition, successfully execute an important initiative)

How to Use:

1) Write down your **specific Goal**

2) **Map out the Power Landscape**

Ask yourself: Who has the biggest impact on making the Goal happen quickly (*Who has decision making authority, budget, resources, influence*) - or can block it/slow it down?

--> For **each Individual:**

- A) List their "**Business Needs**" - What are their goals, key priorities? (*Examples: Revenue target, cost savings, launch of new initiative, winning key customer, etc*)
- B) List their "**Personal Needs**" - What feeds their ego? (*Examples: Recognition from key executives, press/media attention, personal interests, etc*)
- C) Their **Background** (*Examples: Previous positions/employers, school, hobbies, etc.*)
- D) How they are **Connected** - to each other and nature of that relationship - positive, ok, negative (*Not just reporting lines! Who do they listen to or spend time with*)
- E) **Level of Influence:** Double star the key decision maker; star the top influencer
--> *Anything you need to research more, put a question mark*

3) **Chart your Path, being Strategic and Deliberate:** A clear picture should emerge on where to spend you need to time and energy to more effectively achieve your Goal.

- A) **Who** is most critical - how will I manage this relationship(s)?
- B) **How** will I get access/noticed by this individual and win them over - get tactical? (Help them, Get noticed by them, influence them)
- C) **When** - and track your outcome

Update the Power Map regularly to fill in details and track your progress.

POWER MAP (Remember: It's about People):

MY GOAL: _____

POWER LANDSCAPE:

Person A

Business Needs:

Personal Needs:

Background:

Person B

Business Needs:

Personal Needs:

Background:

Person C

Business Needs:

Personal Needs:

Background:

Person D

Business Needs:

Personal Needs:

Background:

NEXT STEPS (Remember: Be Strategic and Deliberate with how you spend your time.. What by When):

	WHO (Target)	HOW (Tactics)	WHEN (Outcome)
1)			
2)			
3)			

Use the Power Map in the "P" (Plan) phase of the A-POWER Framework to Become more Effective at Work.

The Power Map is a tool developed by Michael Wenderoth, Executive Coach (www.changwenderoth.com).