

Simone Janson (ed.)

Lead your Boss

FROM BELOW



How Employees without a Superior function
Influence Organizational Cultures & quietly
Convince others. Rhetoric, Communication &
Behavior Analysis

Lead your Boss from Below

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Published by Best of HR - Berufebilder.de®

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Imprint

The German National Library lists this publication in the Deutsche Nationalbibliografie; Detailed bibliographic data are available on the Internet at <https://dnb.dnb.de>.

ISBN of the German eBook edition: 9783965960428

ISBN of the English eBook edition: 9783965960435

German website of the publisher: <https://berufebilder.de>

English website of the publisher: <https://best-of-hr.com>

Lead your Boss from Below

4th completely revised and extended edition, 10.01.2024

©2024 by Best of HR - Berufebilder.de®, a brand of Janson Pressgroup Print & Online

Published by Simone Janson

Duesseldorf, Germany

Conception, editing, graphic design & layout: Simone Janson

Cover design with Canva

eMail: publisher@best-of-hr.com

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Success killer Hierarchie: Power - positive or negative?

// By Anne M. Schüller

Who wants to secure power claims purely by hierarchy, risk (secret) contradiction. Authority of the digital natives is recognized only when it is justified by deeds. Institutionalized authority "ex officio" is questioned immediately. And the classic status symbols have lost much of their radiance.

How does your company deal with power?

Of course, communities need moderate systems of order and inevitable hierarchies. But they do not need a hydrocephalus. This is mainly about the felt hierarchy, the "hierarchy in the head" and its dangerous consequences.

Those who celebrate the hierarchy do it deftly, and they choose their words admirably, for they are seminar-driven. But their attitude, one also feels between the lines. In the end, everything goes to a question: How will you deal with power?

Decisive questions are

- How is hierarchy lived with you? Top class, down mass?
- How many formal status symbols, the so-called crutches of power, still exist?
- Which verbal and non-verbal supremacy marks are celebrated like?
- Are subservient signals detected in time? And how is it avoided?

The light and the dark side of the power

Power in itself is neither good nor evil. It depends on how you use them. There is a bright and a dark side of power. It makes the good better and the bad worse. The ridge is narrow and the temptations are immense. "His new job has gone to his head," says the vernacular.

Brain researchers report a changing amount of hormones, especially the testosterone levels increases. One becomes a high-tech person, often even one of the "dark triad": psychopaths, narcissists and Machiavellists. The possible consequences: unscrupulousness, excessive need for validation, positions and self-service mentality.

About the Power Drug Testosterone

If testosterone is at work, the whole company may be rebuilt to impress the investor, the economic press, and bonuses, regardless of whether this is entrepreneurial and serves the good of all - or not.

The power testosterone dampens empathy, which was useful in the individual case, because in the fight you had to be able to kill if necessary. Clearly, testosterone can also be a wonderful driver, it leads to growth and progress and leads us powerful. But in the wrong brains it is a devil's toy. It fires escalation, leaps beyond permissible boundaries and fabricates the dreaded tunnel vision.

Power and fear are a couple

Where power is, there is always fear. The fear of those who push up is to miss the connection. And the fear of those who have reached the top is to lose the power of privileges. As a result, power-hungry people hermetically seal off their area of responsibility, remain in silo-thinking, and treasure their knowledge rather than share it.

Everyone who attains power, therefore, must take care of the hell, because power changes the personality. The increasingly careless handling of power empowers leads to blind self-assessment, to conscience, to pathological delusion, and possibly to crime. Social competences. Feeling cold. And the self-critical insight dries.

Authority forbids rejections

Often there is no one there who is calling for a stop. Authority forbids rejection. There is, however, a close relationship between a career advancement and the concealment of mistakes and difficulties against the boss.

If the leadership elite and the workforce understand themselves as "we up there" against "those down there" then the break is inevitable. Interpersonal cold is still the lesser evil in such a context.

Where fear rules, creativity has no chance

Above all, human resources are largely wasted because a scenario of threats, intrigue, resentment, and mania of control is building up.

The focus is inward. Everyone is busy with themselves. There is not much time left for customers. Creativity is the key resource of the future.

No one buys mediocrity