

# L'INVITÉE®

## Boardroom dynamics: from destructive to effective leadership

### **The essence of power play**

Powerplay is energy directed outward, about impressing, winning, and dominating. Behind every power game lies something surprisingly fragile: fear. The fear of being insignificant. Those who feel small inside seek greatness through control. To mask that fear, they try to dominate others through manipulation, status or intimidation. Once you've seen through this, you lose your naivety, but gain clarity, strength, inner stability and selfprotection. Many people ignore the signals out of loyalty, fear or habit. Learn to see through people. Step out of autopilot. Betrayal destroys trust and trust is the foundation of every human relationship. In leadership, power play reveals itself through micromanagement, fear-based cultures and rigid hierarchies.

### **The core of power**

In essence, power is neutral: it is energy with intention. The source from which it arises determines whether power is pure or destructive. When power is fueled by fear, ego or the need for control, it becomes power play, a tool to dominate rather than to lead. Power born from fear constantly seeks validation, not connection. In its attempt to maintain control, it creates distance instead of trust. The core of power is influence, the ability to guide, to move something or someone. When power is fueled by awareness, integrity and empathy, it transforms into inner strength, the kind that doesn't intimidate, but inspires. The essence of true power, then, is presence, direction and responsibility. It is strength that needs no proof.

### **The force of empathy**

Empathy disarms, with a warm heart and a sharp mind. It removes the charge from power games because it refuses to engage in conflict or pretense. It brings people back to authenticity and equality. Where power makes people smaller, empathy makes them greater. And that is precisely why empathy is the antidote. Empathy is inward energy, directed toward growth, awareness and connection. It brings movement, harmony and dignity. It heals where fear has hardened. Empathy is the proof that positivity is stronger than fear. And that is why the world needs more leaders who allow energy to flow.

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## Further reading:

### **Kets de Vries over executive coaching: Inzicht in 8 complexe persoonlijkheden**

*(Kets de Vries on executive coaching: Insights into 8 complex personalities)*

Manfred Kets de Vries. In this book, the author unravels eight complex personality types and explains how to deal with them effectively as a leader.

### **Destructieve relaties op de schop: Psychopathie herkennen en hanteren**

*(Destructive relationships demystified: Recognizing and handling psychopathy)*

Jan Storms. An essential book for anyone who wants to better understand the dynamics of psychopathy and recovery from destructive relationships.

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