

Management of Power

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When healthcare professionals work across different types of facilities, they begin to learn the distinct organizational structures and how power is distributed and used across these organizations. In the given scenario, two vastly different facilities, Holyfield Healthcare Systems and Jonesville Regional Hospital, are in the process of merging into a singular healthcare system. This merger will create changes across both organizations.

The goal of this paper is to analyze the differing types of organizational powers and their varying impacts on the health of organizations and the health of the work environment and staff. It will also compare and contrast the organizational structures used by Holyfield Health Systems and Jonesville Regional Hospital and how both organizations distribute, manage, and wield power within the structures utilized at the facilities. This paper will aim to effectively compare and contrast the different leadership styles promoted by the different structures. By the end of the paper, the ultimate goal will be to effectively and efficiently express which organizational structures and leadership styles are preferred moving forward with the merger, and which structures and styles will give the merged system the most adequate start to their newfound system.

Overview of Power within Organizations

There are many differing types of organizational power, and each has its own set of pros and cons, especially in different types of organizational structures. Legitimate power is the inherent power obtained through one's position in the workplace, such as a supervisor, unit director, or manager. Reward power uses positive reinforcement, such as rewards, promotions, and/or raises, to promote compliance and boost morale. The opposite of Reward power is Coercive power, which uses punishments such as write-ups, demotions, or reprimands to