

Use of *Exchange* Power Influence Strategy Potential Options

EXCHANGE INFLUENCE STRATEGY	DEFINITION
Resources	Give money (e.g. budget increase)
Assistance	Can provide direct assistance
Cooperation	Give task support, quicker response or aid in implementation (of new project or improvement)
Information	Provide knowledge or share needed information
Advancement	Giving assignment that might result in promotion or increase visibility
Recognition	Acknowledge effort, accomplishment or abilities
Network	Providing network contacts or opportunities to link with others
Personal support	Giving personal or emotional backing

Source: Adapted from Cohen, A. and Bradford, D. (1989). "Influence without authority: The use of alliances, reciprocity, and exchanges to accomplish work." *Organizational Dynamics*. (Winter): 11.