

# Formal and Informal Power

## Formal

- Formal and authoritative
- Clearly defined in roles, position, or authority within your teams, organisation, or system
- Systems and structures
- Enforced by systems as well
- Legal and authoritative
- Financial and decision-making
- Top-down and hierarchical
- Vertical flows of power (donor to grantee)
- Visible, easily recognisable
- Traditional forms of 'power over'

## Informal

- Influence behaviour changes
- Doesn't come from a formal title, but is felt
- Personal attributes, relationships, expertise, charm
- Persuasive, focussing on social and cultural norms
- Some degree of dialogue
- Some degree of flexibility
- Controls who participates
- 'Whose reality counts?'
- Social capital
- Expertise and specialised knowledge
- Ability to mobilise people and build relationships