Below are the two peers posts, write a 75-word peer replies to each of them.

Peer post 1:

Name: Jack

Fairholm (2009) defines power as "the individual capacity to gain our own aims in interrelationships with others, even in the face of their opposition." According to Jones and York (2016) effective leadership "is a relationship between people who are working toward a common goal...is grounded in an "us" mentality where the leaders is in the role to aid the group in achieving its goal. The leader is neither a glory-seeker nor a self-aggrandizer." I think these are both very good definitions to begin looking at how these two and how they affect the organization. With power I see a key being one's "own aims" and the idea of looking at looking at others as "opposition". I think when you look at the definition above for effective leadership you see a different focus. You see "us" instead of "my own" and the idea of partners instead of "opposition". The main commonality is they both focus on people and their relationships. We can find a positive use of power if we take the above definition of leadership and apply it to the definition of power. I would put it in my own words in the following way: As an effective leader I will support and aid my group. I will utilize my power to gain our organizations aims through interrelationships with our team.

Peer post 2:

Name: Ann

My argument is that leadership is much different than power. In her article, Evah Kungu (2018) argues that: “Power is a person’s ability to control activities of other individuals. Leadership is the ability to inspire people to follow your instructions voluntarily and manage the completion of a project without exercising any form of force” (Kungu, 2018). I argue that this definition that Kungu (2018) provides is a good starting point (Kungu, 2018). I argue that power is the force that leaders use to lead, whereas leadership is the overall concept governing the power and relationships formed while doing so. These concepts are huge and difficult to break apart but are very important to understand and separate. Often, power is not separated because leaders are considered one and the same with those who must make decisions. Not all leaders are decision-makers, and not all decision-makers are leaders. However, all decision-makers do have power, and the true defining characteristic of a leader is how they use the power that they are given.