

PHOENIX RISING | LESSON 4

The Architecture of Power

Power Mapping Template

A practical template for mapping visible and invisible power dynamics, analysing the Circle of Silence, and auditing your own power for liberation.



PHOENIX RISING

Anti-Racism Leadership Programme

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"I used to think power was obvious. The person with the title, the badge, the corner office."

About This Template

This template accompanies Lesson 4: The Architecture of Power. It helps you map the visible and invisible power dynamics in your workplace—who holds influence, where decisions really happen, and how silence operates as a power structure.

Part 1: Visible Power Map

Map the formal power structures in your team or service. Who holds positional authority?

Role / Position	Power they hold	How is it exercised?	Who is affected?

Part 2: Invisible Power Map

Now map the **informal** power—the influence that doesn't appear on any organisational chart.

Source of Informal Power	Who holds it?	How does it shape decisions?
Social capital / networks		

Institutional knowledge		
Cultural gatekeeping		
Emotional labour expectations		
Access to information		

Part 3: The Circle of Silence

Silence is a power structure. Map the silences in your workplace.

What topics are never discussed in your team?

Who benefits from these silences?

Who is harmed by these silences?

What would it take to break one of these silences safely?

Part 4: Your Power Audit

What power do YOU hold—formally and informally? How could you use it for liberation?

"The most dangerous power is the kind that pretends it doesn't exist."