

INFLUENCING FOR IMPACT

AUDIENCE

IC Individual Contributors

FL Front-Line Leaders

FORMATS

In-Person: 6.5 hrs.

Virtual: 2 hrs. X
3 sessions

COURSE OVERVIEW

This course helps participants develop and refine their influencing skills and use these skills to build and maintain beneficial relationships. Through activities, discussions, and a case study, participants learn to achieve results outside functional boundaries and develop strategies to build productive and successful teams.

In this course, participants will learn to apply a fact-based influence strategy that helps them to:

- Differentiate between influencing and negotiation
- Develop trusted relationships
- Inspire others to gain commitment and support

LEARNING JOURNEY

Prework

- Influencing Style Clock Inventory Survey +
- Work-Specific Influencing Opportunity Worksheet
- Meeting with Your Manager

Workshop

Influence Fundamentals

- What is Influence?
- Influence Model
- Analyze the Relationship
- Nine Bases of Influencing Power

Interession Activity**

Influence Factors

- Negative Influence and its Impact
- Influence Styles
- Situation Factor
- Influence Style Flexing

Interession Activity**

Fact-Based Influence Skills

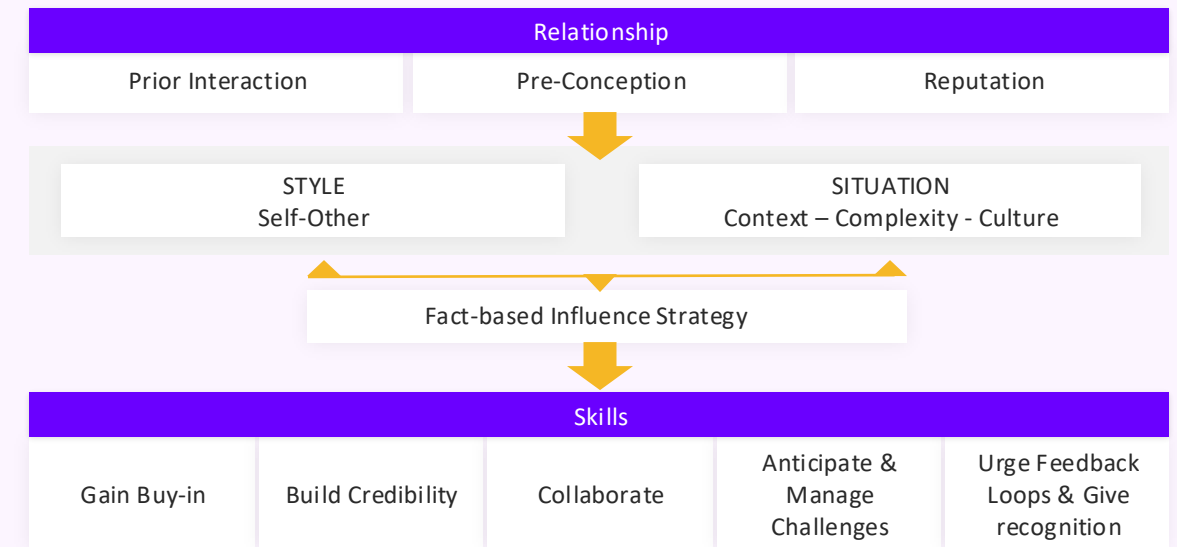
- Influence Strategy
- Influence Skills and Behaviors
- Culminating Activity

Post-Work

- Action Planning
- 30-60-90 Day Action Plan Reviews *
- Virtual, Group Touchpoint Session *

+ Paid Assessment * Recommended custom add-ons. ** Only applicable to VILT

LEADERSHIP FRAMEWORK



LEARNING OUTCOMES

1

Use of Influence as a respectful alternative to command and manipulation

2

Use of fact-based Influence strategy to gain alignment

3

Personal and team leadership without authority

4

Accelerated business results through the power of networks