

Influencing Skills

In today's fast changing business environment effective influencing skills are vital to enabling success. In her best seller "When Giants Learn to Dance", Rosabeth Moss Kanter says:

"The new kind of business hero... must learn to operate without the might of the hierarchy behind him. The crutch of authority must be thrown away and replaced by their own ability to make relationships, use influence and work with others to achieve results. Influencing is an important skill for now and the future".

This half day workshop uses participants' real work situations as the material for understanding some of the skills and techniques that can be learned and applied to improve influence.

Aim

To understand how to influence more effectively.

Outcomes

- To learn about and understand influencing styles and some approaches available
- To formulate ideas on how to use styles and techniques in influencing situations
- To understand which skills and behaviours to use to be the most effective influencer
- To have greater confidence in situations where you need to influence someone

This is a highly participative workshop which relies on participants bringing their real work examples to work on. Learning is supported by a workbook that doubles as a handbook and learning guide.

OUTLINE PROGRAMME

Welcome, introductions and objectives

Exemplar influencing

Who do you want to influence?

Who are your inspiring influencers how do they do it?

What can we conclude about influencing – the key ingredients and how it works.

Tasks and activities

Building the skills set

Identifying the skills and behaviours that leverage your influencing with everyone.

Second positioning – the key skill

Exercise - giving second positioning a try

Feedback and tips

Power

Types of power and which ones to use in an inflecting scenario.

Personal activity – identifying someone you wish to influence and the power bases involved.

Formulating an influencing plan.

An influencing model

Introducing an influencing styles model; exploring & testing it out.

Drawing up an influencing action plan.

Learning and action planning

Evaluation

Flexible Content

Not quite the right content or approach? No matter. Consider it a starting point to deciding what the ideal programme is for you. This is a generic programme that can be amended to fit specific aims, needs and content.