

Positive Power and Influence®



Positive Power & Influence® is an essential skill for effective communication and leadership ability. The program gives participants the influence style flexibility they need to influence effectively across a wide range of situations. This program is delivered in over 40 countries in more than 25 languages.

The Need for the Positive Power & Influence® Program

To get things done in today's organizations, we must positively influence others, colleagues, managers, clients, and suppliers - both inside and outside the organization. In addition, the factors influencing organizations change therefore flexibility in using different influence approaches is a key. Typical influence goals include gaining buy-in for one's ideas, securing cooperation, attuning agendas, and sustaining action.

Strong influencers fulfil their personal objectives while maintaining and nurturing important work relationships. This sounds simple, but in practice it can be extremely challenging. Many people achieve their influence objectives at the expense of breaking relationships. Others avoid facing the challenging influence situations, at the expense of fulfilling their work goals.

Where INFLUENCE matters

- Influence others without the use of positional authority
- Mobilize resources to get things done
- Manage and motivate “difficult” or “non-performing” employees
- Lead others or manage stakeholders through rapid change and uncertainty on a daily basis
- Individuals who need to influence cross functionally
- Improve cross-functional, supplier and client relationships
- Become more effective team members/team leaders

Who should attend?

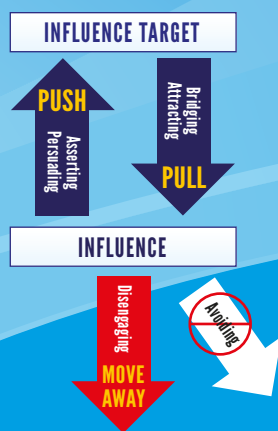
Leaders, Future Leaders, Teams and Individuals who would like to improve influence skills to lead more effectively.

For more information, please contact 0 2250 4681-4

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Participants in the *Positive Power & Influence*[®] Program develop influence style flexibility. They learn to diagnose each influence situation they encounter, then apply the influence style that will be most effective.

The core of the *Positive Power & Influence*[®] Program is the Situational Influence Model which highlights that we need not rely on one predominant influence style. Rather, we can apply the specific style best suited to each influence situation we face:



Push : The influencer asserts his/her position or seeks to persuade key stakeholders.

Pull : The influencer uses empathy or other involving, cooperative, value-based behaviors to attract and build bridges to key stakeholders.

Move away : The influencer disengages when perceiving a deadlock or other insurmountable impasse and re-evaluates his/her influence strategy. Note: disengaging is not avoiding, as the influencer is still actively seeking to influence key stakeholders.

Model 1: The Influence Styles

Positive Power and Influence[®] Program Outline

This is a 2 or 3-day experiential and practical learning program.

- ▲ **Self-Assessment** : Participants engage in a simulation, video-taped for later review that provides them with an opportunity to use their current influence skill.
- ▲ **Giving and Receiving Constructive Feedback.** Participants learn a process for giving and receiving feedback, then provide feedback to each other on their performance in the previous Self-Assessment exercise.
- ▲ **Influence Energy, Styles, and Behaviors.** Participants explore the Situational Influence Model, learn the behaviors associated with each Style, and clarify their understanding of each Style as it is used in organizational settings.
- ▲ **Assessing Influence Styles.** Participants practice a method of identifying (“coding”) Influence Styles.
- ▲ **Tape Review: Self-Assessment Exercise.** Participants code their use of the Influence Styles from the video of their Self-Assessment exercise and give each other feedback on Style use.
- ▲ **Influence Style Questionnaire (ISQ) Profile Analysis.** Participants begin the process of interpreting the responses they received on the Influence Style Questionnaire (ISQ) in the Pre-Program Assignment.
- ▲ **Exploring Alternative Styles.** Participants engage in intensive skill practice exercises to explore their ability to use the Styles of Persuading, Asserting, Bridging and Attracting.
- ▲ **Skill Practice.** Participants select and engage in simulations that allow them to practice the Styles they have targeted for improvement.
- ▲ **Five-Step Planning Process.** Participants learn a five-step process for diagnosing and planning for any influence situation.
- ▲ **Planning for Application.** Participants complete an application plan for their own real-life Critical Influence Situation.

AGENDA *Positive Power & Influence*[®]

DAY I

09.00 - 12.00

- Introductions
- Power & Influence
- Objective & Relationship
- Positional & Personal Power
- Self-Assessment Exercise
- Giving & Receiving Constructive Feedback

13.00 - 17.00

- Situational Influence Model
- Coding of Behavior
- Style Flexibility Exercises
- Influence Style Questionnaire

DAY II

09.00 - 12.00

- Style Flexibility Exercises
- Influence Style Questionnaire Profile Analysis
- PPI Influence Exercise

13.00 - 17.00

- Action Planning – 5 Step Process
- Real life Critical Influence Situation Rehearsals

Lunch 12:00 – 13:00

Coffee break: 10:30-10:45 and 14:45-15:00

Remark : *The 3 days workshop will include more skill building exercises so that participant can develop their influence competency to a higher level.*