



Exercising Influence® **Building Relationships and Getting Results**



To be successful in today's cross-functional, matrixed or other complex organizations, you need to be skillful and flexible in the way you influence others. Using effective influence skills helps you build the relationships necessary to get positive results with colleagues, customers, suppliers, and others, regardless of your positional power. Effective influence moves your ideas into action by stimulating others to support, allow, provide resources for, or participate actively in your initiatives.

This accelerated learning program uses a “fitness model” to develop your strength, focus, and flexibility as an influencer. Feedback, gathered before, during, and after the program, provides valuable insights into your personal strengths, and points out areas for potential growth. You will develop new skills and behaviors as you work on real-world business situations. Using exercises, feedback, and practical tools, you will plan and prepare for important influence opportunities up, down, across, and outside your organization. *Exercising Influence®* is a just-in-time learning opportunity that you can apply immediately to resolve problems and achieve outstanding business results.

As an element of our blended learning approach, Barnes & Conti offers web-based performance support and personal coaching for participants who would like to deepen and extend what they have gained in the *Exercising Influence®* workshop. You can work with an experienced coach face-to-face or via phone or video in order to gain deeper insight, develop greater precision, and apply new or improved skills to your important influence opportunities.

OBJECTIVES AND OUTCOMES

As a participant, you will be able to:

- ▶ Use strategic and tactical models to develop effective influence approaches
- ▶ Evaluate how you currently use influence behaviors and identify areas for development
- ▶ Practice a variety of influence behaviors important to achieving successful results
- ▶ Establish clear and powerful influence objectives
- ▶ Design and practice an approach for a real-life influence opportunity.

WHO SHOULD PARTICIPATE?

- ▶ Any individual who wants to improve his or her influence skills
- ▶ This program is especially valuable to project leaders, managers, executives, or anyone responsible for implementing change.

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COURSE OUTLINE:

- ▶ The Nature of Influence
 - Introduction to key definitions and concepts; identification of real influence opportunities for later practice
- ▶ Model Overview
 - Benchmark exercise; review and practice sessions introducing the tactical and behavior model
- ▶ Suveys
 - Review of feedback and development of individual learning objectives
- ▶ Isometrics
 - Focused practice on specific behaviors with targeted feedback
- ▶ Influence Framework
 - Analysis of the “big picture” affecting influence success
- ▶ Influence Objectives and Approach
 - Introduction to planning for influence results
- ▶ Behavior Workouts
 - Planning and interactive practice and feedback in realistic situations
- ▶ Planning an Influence Approach
 - Full planning process for an important upcoming influence opportunity
- ▶ Maintaining and Improving Influence Fitness
 - Learning summary, applications, and follow-up recommendations.



*Exercising Influence® is available in British English, Chinese, French, German, Japanese, Korean, Hungarian, Polish, Spanish, and Thai.
Exercising Influence® is also available as online training.*