

STEPHANIE REYNOLDS CONSULTING

Leadership & Organizational Consultants

EFFECTIVE INFLUENCE

HOW TO INFLUENCE

How can you get work done through others when you do not have the authority? What are your assumptions about influence? How are they impacting your effectiveness? How is your pattern of influence helping or hindering you achieve your goals?

Program Overview

Effective Influence is an all-day workshop focused on developing and refining participants' influencing skills. Participants will:

- Gain awareness of their default pattern of influence
- Recognize, practice and plan to incorporate other patterns of influence
- Learn how to identify yours and others' social styles (Optional DiSC instrument)
- Learn a powerful influence formula
- Recognize ways to "flex" your style to better connect with people
- Utilize models to craft powerful questions to learn about the other and access more points of influence
- Identify ways to link your interests to others' interests
- Practice conversations that combine influence skills
- Design a plan for application of skills

Customization: The length of the program and choice of tools presented can be customized to client needs.

Pre-work: Participants identify a situation where they want to influence someone. Participants will apply the tools and models from the program to this situation and will leave with an action plan to apply skills.

Module 1:
Awareness of
your influence patterns

Module 2:
Making a
powerful connection

Module 3:
Learning
about the other

Module 4:
Linking interests – Mutually
Beneficial Intentions

Tool, Concept Model	Description of Tool Use and Benefit
Simulation: assumptions about influence	<ul style="list-style-type: none"> • Uncover motivations, biases, and patterns in regards to influence • Benefit of identifying what is helping or hindering influence
Effective Influence Model	<ul style="list-style-type: none"> • Frame process of influence to optimize actions • Identify best action steps for connecting with others, learning about their interests and concerns, and link interests
Types of influence	<ul style="list-style-type: none"> • Identify different styles of influence and which ones are more appropriate for each circumstance • Recognize preferences for push or pull styles or influence • Benefit of awareness and expansion of repertoire in influencing
Improving connection (Optional: utilizing DiSC social styles instrument)	<ul style="list-style-type: none"> • Learn how to identify yours and others' social styles and how to apply it for increased connection • Understand your behavioral tendencies and develop an understanding of how your behavior affects others • Respect, appreciate, understand, and value individual differences • Enhance strategies for working together by "flexing your style" to increase productivity
Learning about the other	<ul style="list-style-type: none"> • Identify ways to learn about the other and access more points of influence • Identify powerful questions to learn about the other: questions that build trust and enhance relationships
Linking interests	<ul style="list-style-type: none"> • List deeper wants that motivate people in organizations • Uplevel ability to influence by creating shared vision and goals • Craft conversations that build on common interests
Participants utilize their own cases for learning and immediate application	<ul style="list-style-type: none"> • Tools, concepts and models are applied to participant materials immediately • Benefit of leaving the training session with action items that are easily transferrable • Apply and practice connecting, learning and linking skills • Design a plan for continued development to improve your ability to influence effectively

ABOUT SRC

Stephanie Reynolds Consulting is a premier provider of executive coaching, team facilitation, organizational change management, and leadership training solutions. We offer a very successful track record over many years of working with clients ranging from the private, public, and non-profit sectors. Our clients include: Alaska Airlines, The University of Washington, Amazon, Microsoft, Navos Behavioral Health, Philips Healthcare, Cancer Research and Biostatistics, Forefront Suicide Prevention, and Colliers International. We specialize in designing and delivering solutions to scale individuals, teams, and organizations. We are respected for our client commitment, business acumen, trusted advice, and remarkable results.