Leading Through Influence

Authority can force people into compliance. Influence can create commitment from others.
More and more, influence is becoming a part of how leaders accomplish results As we evolve into working more in teams and less in a hierarchical setting, and as we look to build committed groups of people, not just compliant individual contributors, we require leaders to understand the power of influence and how to use it to cause commitment, change, and success. This workshop will examine the four elements of influence and teach leaders how to build it and use it to build stronger teams, as well as influence others across the business for positive change.

AUTHORITY

INFLUENCE

Your employees can either show up to be accountable and contribute fully, or to put in time for a paycheck. It's up to the leaders throughout your business which one happens...

↙ **RESISTANCE**	↙ **COMPLIANCE**	↑ **COMMITMENT**
● CERTAIN DEATH	● STRUGGLE	● GROWTH
	● CHANGE FEELS SLOW AND HARD	● CHANGE IS SUSTAINABLE
	● LEADERS PUT OUT FIRES	● LEADERS FOCUS ON THE FUTURE
	● TASK AND INSTRUCTION DRIVEN	● CAPABILITY AND IMPROVEMENT DRIVEN
	● CREATES FOLLOWERS	● CREATES MORE LEADERS
	● BUSINESS IS NOT NIMBLE	● BUSINESS ADAPTS AND INNOVATES

Outcomes – Participants will gain the foundational abilities to do the following:

➢ Recognize which leadership actions drive commitment from others and how to consistently execute those actions

➢ Assess the level of commitment on their teams and work to consistently increase it

➢ Leverage influence to change behavior and create deeper commitment throughout the business

➢ Work more effectively with peers and senior leaders throughout the business to reach solutions and improve the speed of execution

➢ Create habits that remove the default dependence on authority and become a more versatile enterprise leader

➢ Understand what causes a person to be influential and how to become a more effective and influential leader in any situation

Who Should Attend

➢ Existing business leaders throughout the business who manage teams OR individuals who are expected to have a level of influence throughout the business regardless of their role or title.

Length

➢ Leading Through Influence is offered as a one or two day workshop. With the two day option, participants undergo a 360° feedback survey that gives them insight into their current level of influence in the business. They will use this data to build a plan of action to increase their influence and shift leadership patterns that are causing them to be less effective leaders.