

Leading the Way



Future Proof Leadership
Programme 2018-19

Leading with Influence

Agenda

Welcome Back

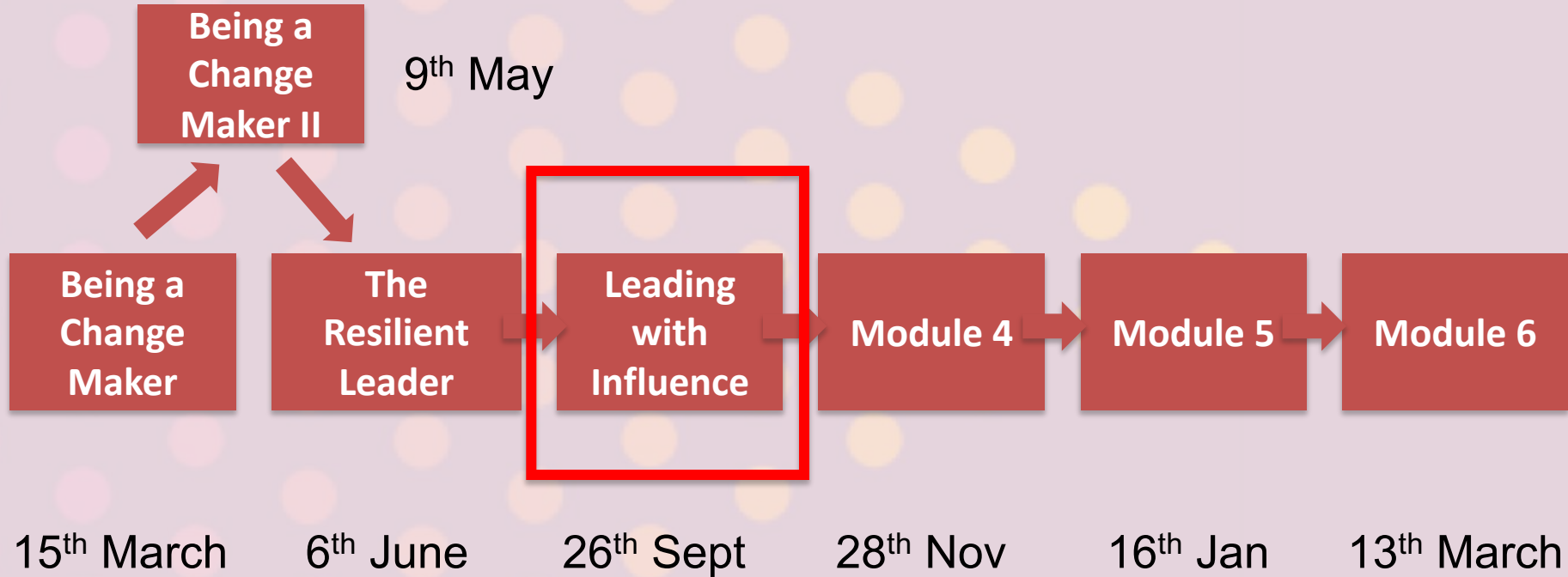
Quick Refresh

What is Influence?

The W, W, W, W, H of Influence

Commitments

The FPL programme



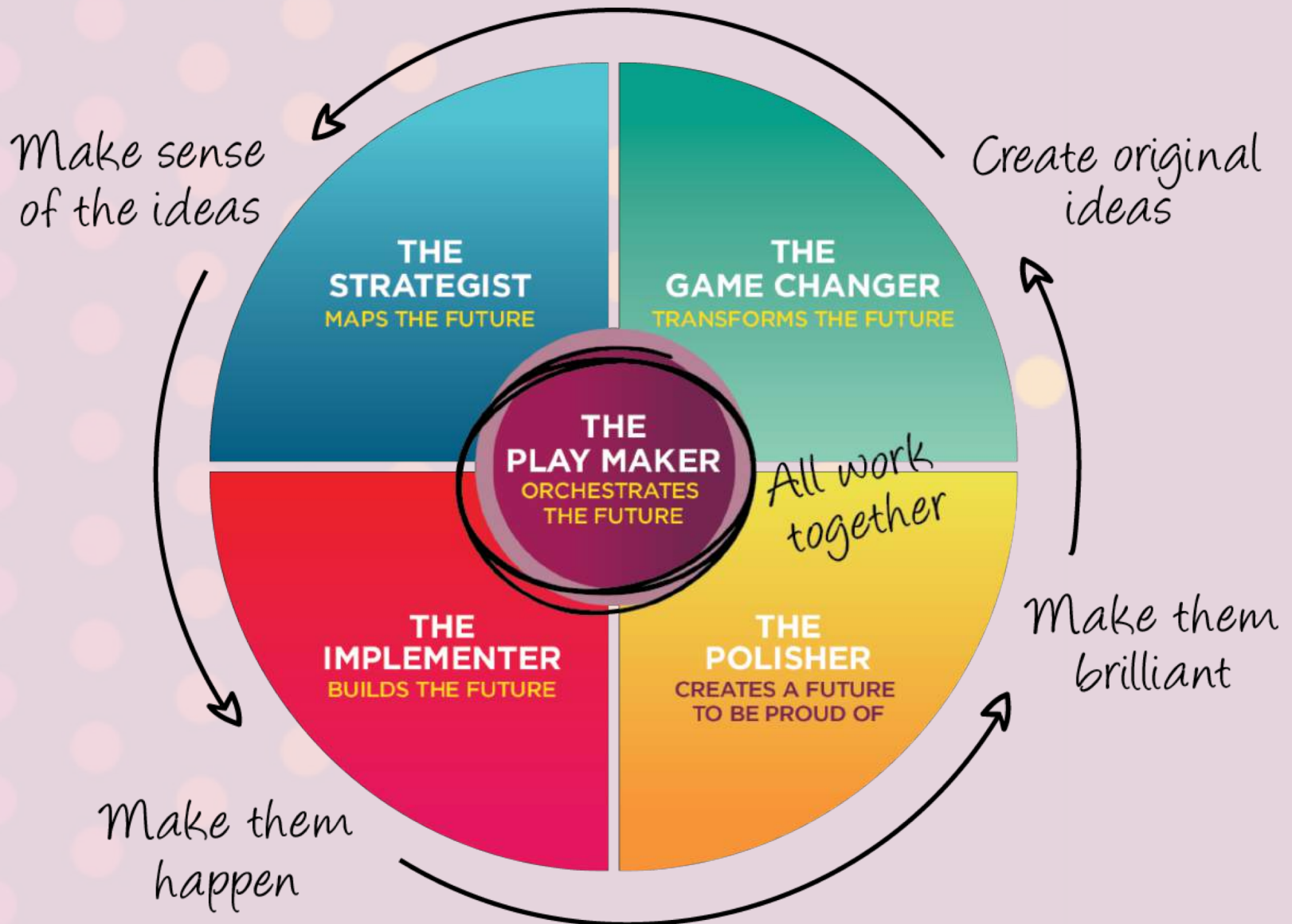
Objectives

- To understand what influence really is.
- To build skills in being influential.
- To develop awareness of organisational savvy principles.
- To understand when to exert influence.

Our Agreements

- * Confidentiality + Safety
- * Fun
- * Respect / Not judging
- * Open + honest
- * Supporting + listening everybody
+ involving
- * Active participation from all
- * Tea/breaks
- * Courage
- * Sharing ideas + experiences
- * Free to ask questions
- * Prioritising course / keeping in contact

How does it work?



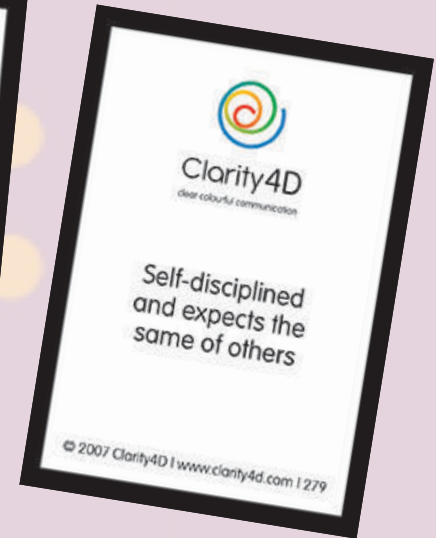
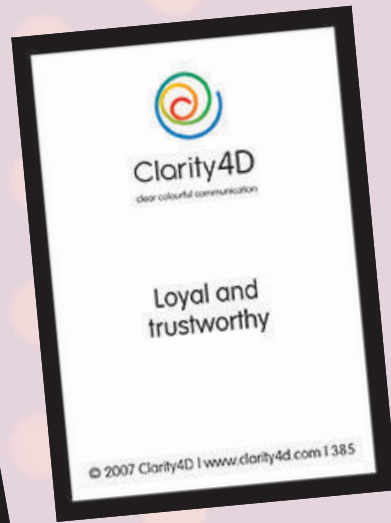
The Rules of Feedback

1. Be specific versus general.
2. Describe versus evaluate.
3. Focus on the behaviour versus the person.
4. Maintain the relationship versus indulge in self-serving behaviour.

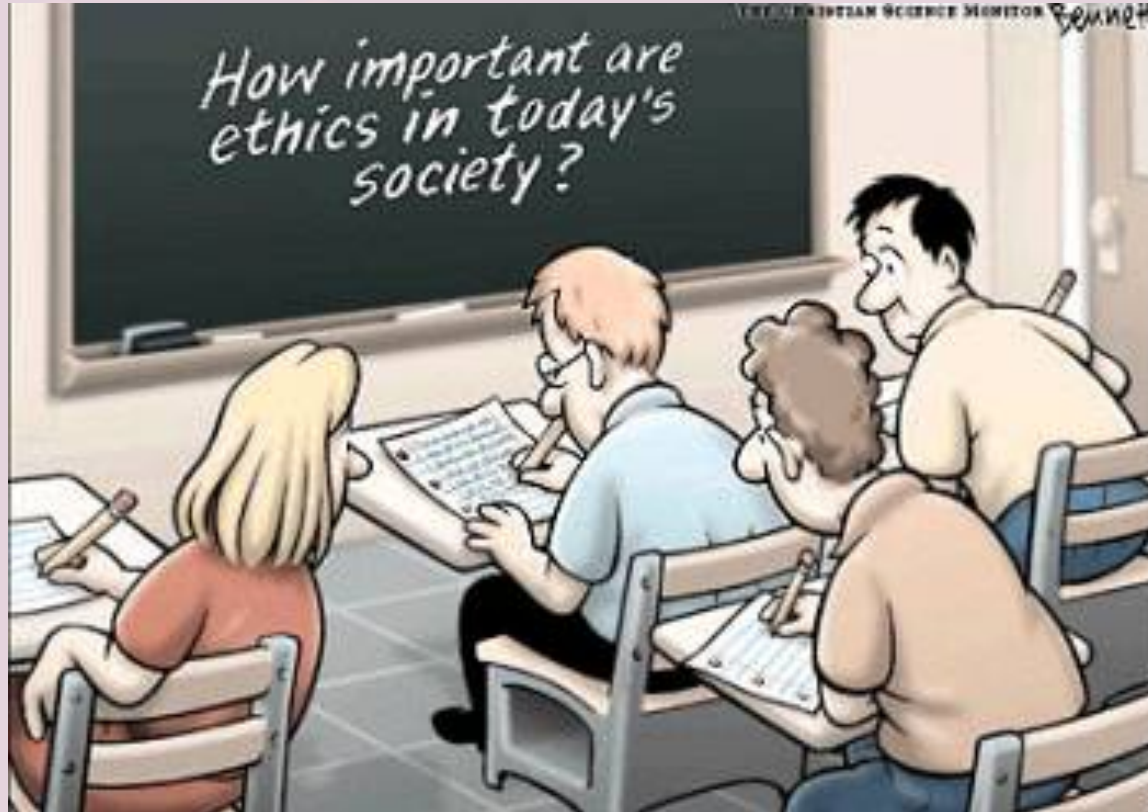
Colour Model



White Card Warm Up



Break

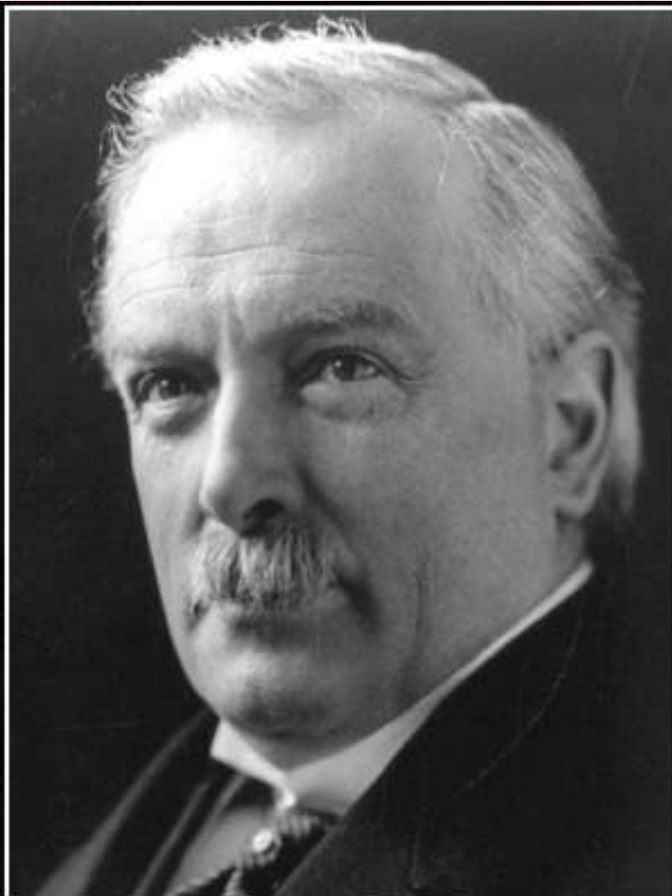


WHAT IS INFLUENCE?

How I View the Organisation



Lunch



The finest eloquence is that which
gets things done.

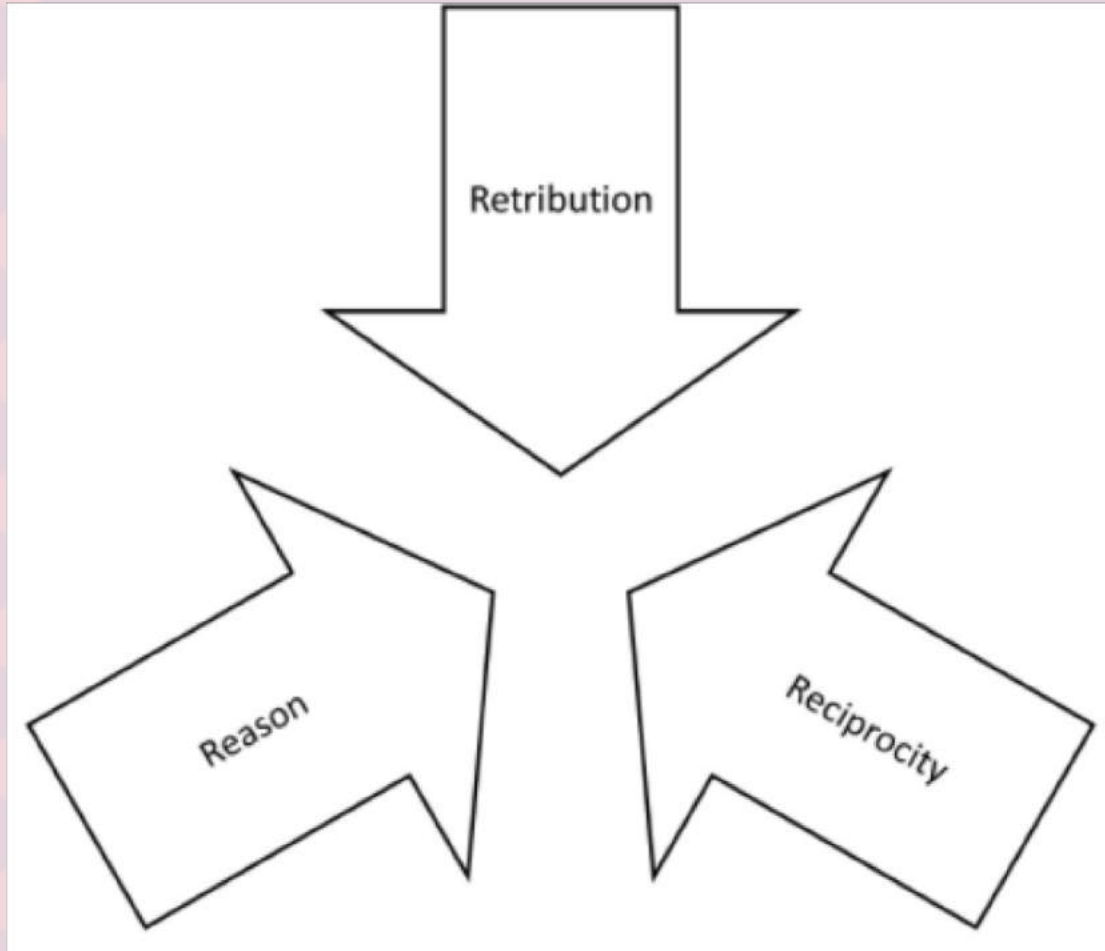
— *David Lloyd George* —

AZ QUOTES

WHAT ARE YOU GOOD AT? WHAT ARE YOU
NOT GREAT AT YET? WHAT'S YOUR PLAN
TO CHANGE?



Influencing Strategies



Influencing Strategies

Retribution

- Produces immediate effect based on rigid specifications
- Creates resistance, resentment, alienation
- Stifles initiative and innovation

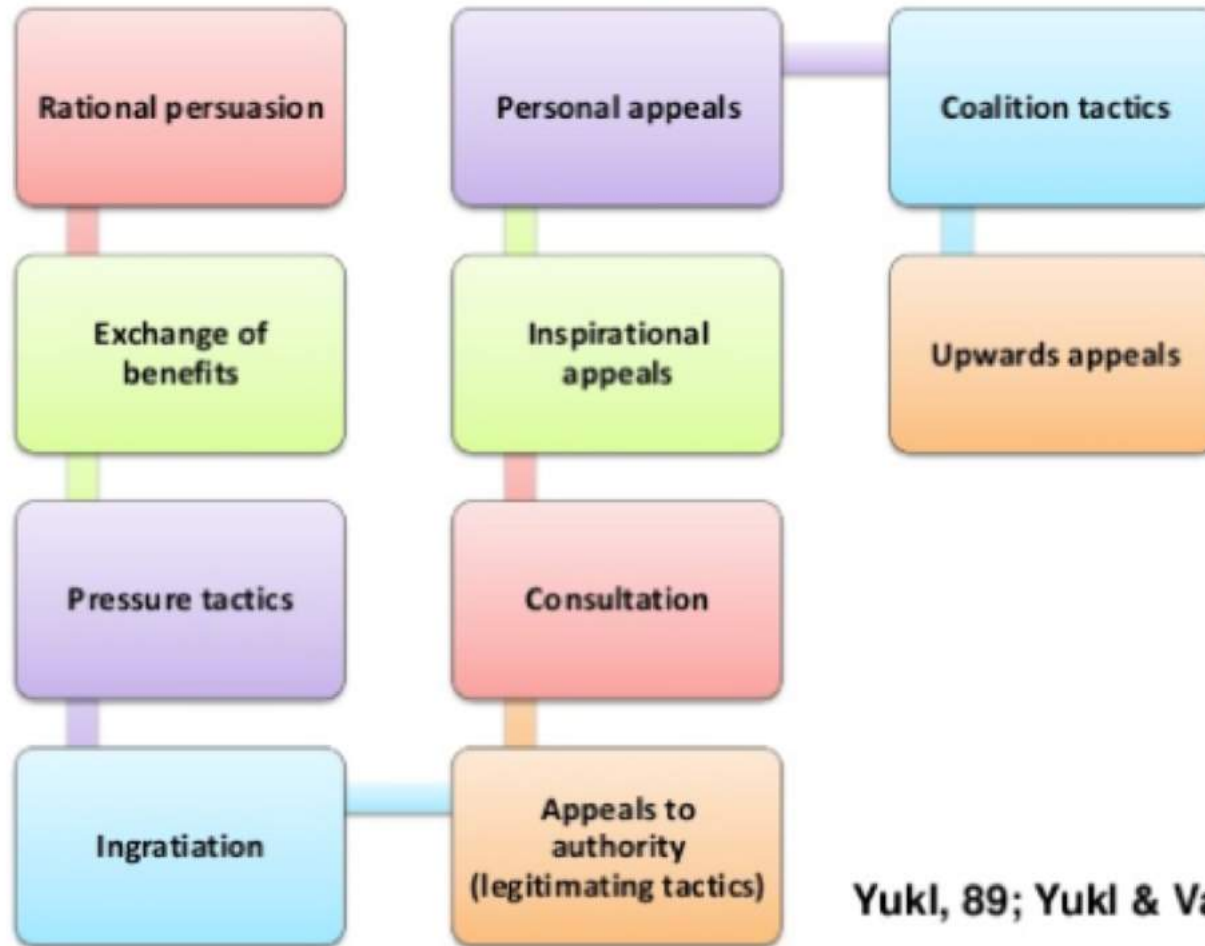
Reciprocity

- Produced result without friction
- Depends largely on trust
- May be time-wasting due to need for boss-subordinate negotiations

Reason

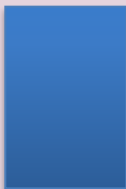
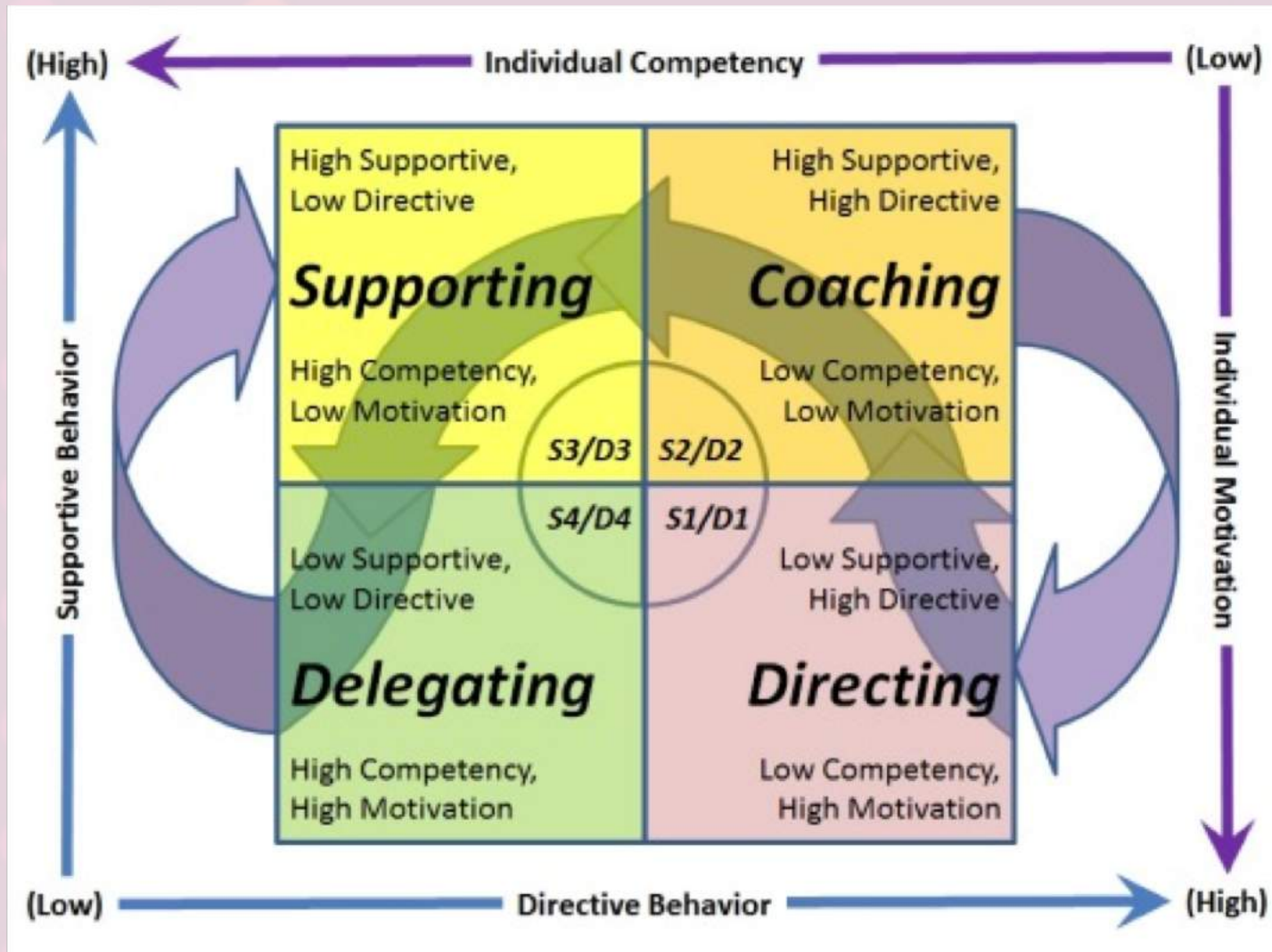
- Relies on logic and principles to produce results
- Demands time based on the need to set-up process for establishing evidence and advance logic

Influencing Tactics



Yukl, 89; Yukl & Van Fleet 92

Situational Leadership



The Power of Now

When is the best time to do something?

Where should I focus?

What should I do?

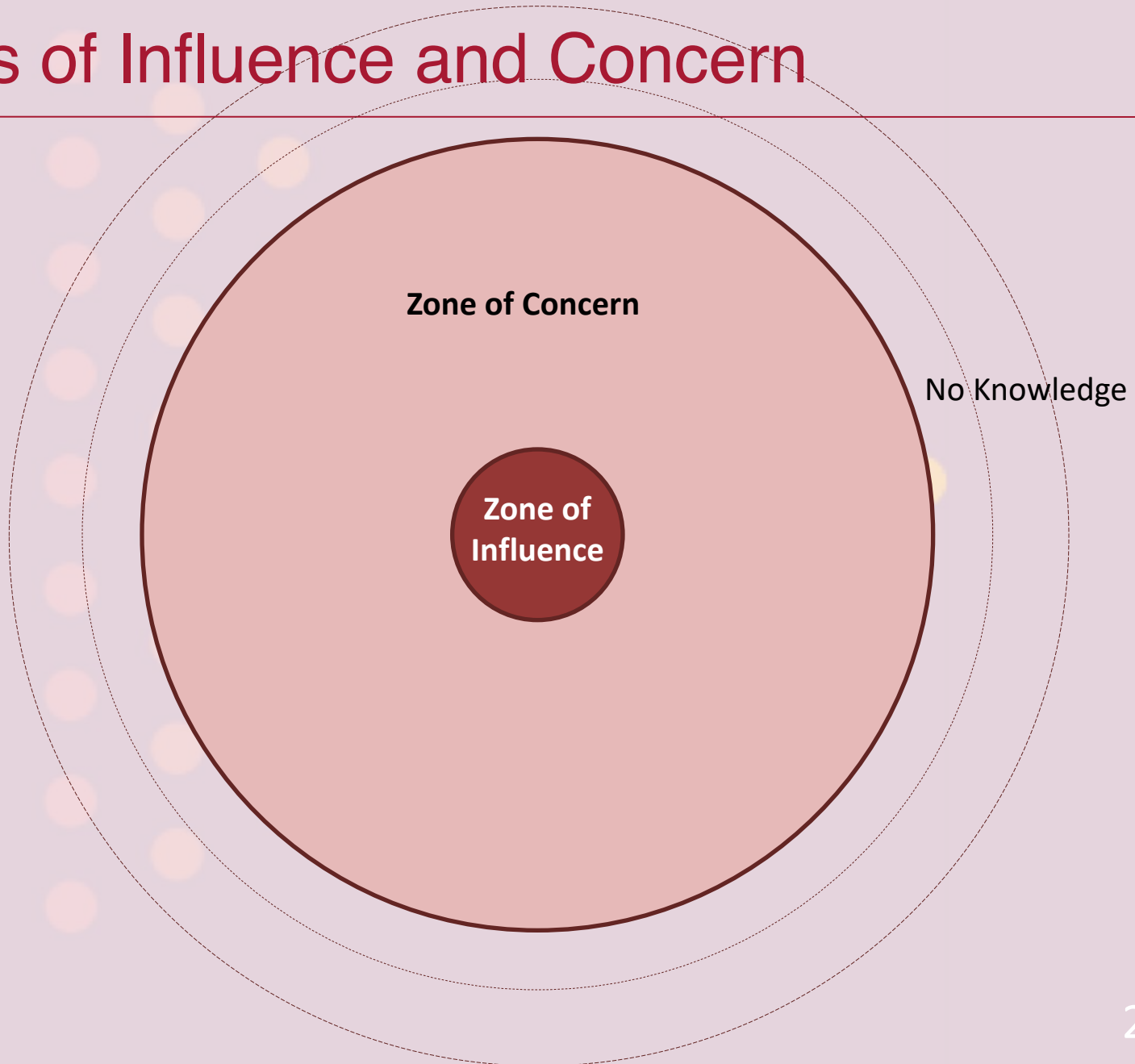
Influencing Skills Masterclass

- Organise yourselves into teams of 3-4 people
- Agree a cause you ALL believe in
- Develop a STRATEGY for influencing the rest of the room to buy-in to your cause
- Prepare to present your strategy

Break



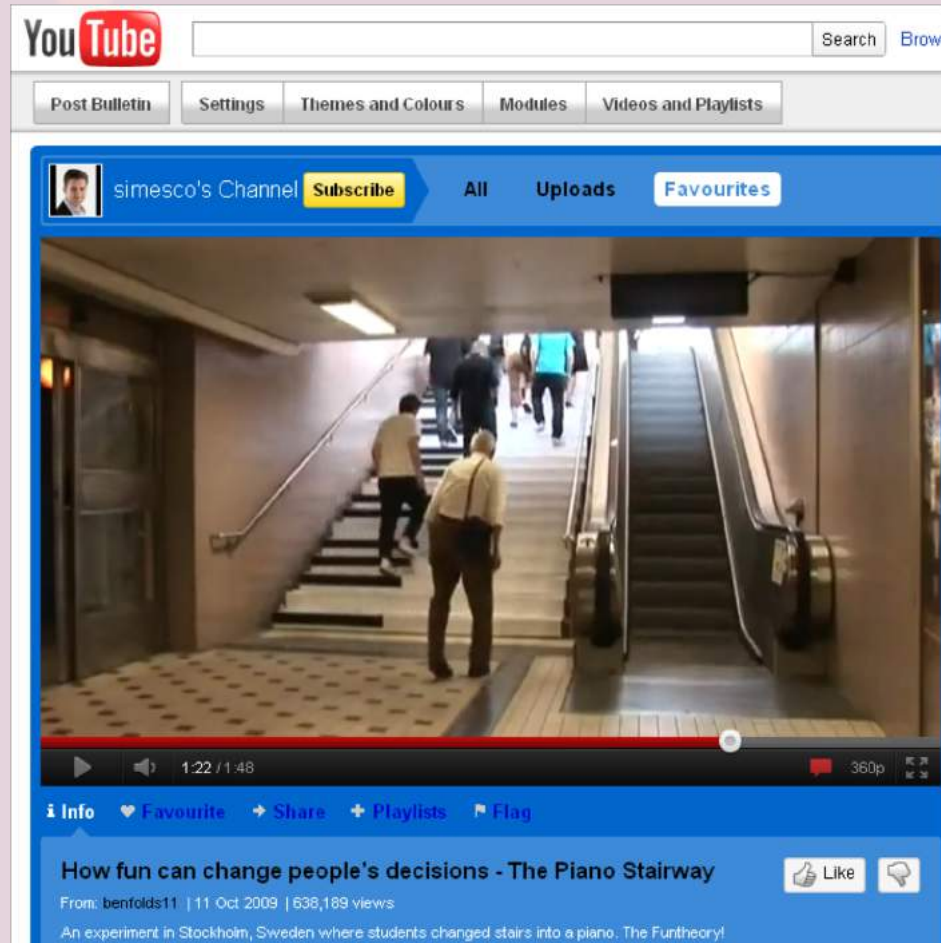
Zones of Influence and Concern



Engaging People



Engaging Your Team



The image is a screenshot of a YouTube video player. At the top, the YouTube logo is on the left, and a search bar is on the right. Below the logo, there are navigation tabs: 'Post Bulletin', 'Settings', 'Themes and Colours', 'Modules', and 'Videos and Playlists'. The video is from the channel 'simesco's Channel', which has a 'Subscribe' button. The video title is 'How fun can change people's decisions - The Piano Stairway'. The video description reads: 'From: benfolds11 | 11 Oct 2009 | 638,189 views. An experiment in Stockholm, Sweden where students changed stairs into a piano. The Funtheory!'. The video player shows a scene of a staircase with people walking up and down. The video progress bar is at 1:22 / 1:48. There are 'Like' and 'Dislike' buttons below the video title.

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How fun can change people's decisions - The Piano Stairway Like Dislike

From: benfolds11 | 11 Oct 2009 | 638,189 views
An experiment in Stockholm, Sweden where students changed stairs into a piano. The Funtheory!

Leadership Reflections

The single best thing I've got from the GP Mastermind programme is...



That's all Folks!