



Focus on Influence

Designed for individuals who wish to raise their mastery of conversational skills to a higher level. This course is about developing personal insight, flexibility of approach and the ability to achieve goals with others, whilst at the same time maintaining or enhancing a relationship with the other party.

Context

The 21st Century organization works with loose, team-based, project driven structures that requires people to be more pro-active and personally competent in order to reach their, and their organization's, objectives. People often have accountability but no direct line authority. They are expected to get results from others, who may work for a different organization, or be in a different part of the world. Command and control doesn't work – the ability and flexibility to influence in a range of situations is required.

Key outcomes

Focus on Influence has been delivered in a wide variety of different cultures worldwide, and is usually perceived as a perfect mix of solid learning and a great experience.

Upon completion of the program you will:

- have increased your flexibility in using your influence behaviors in different situations;
- understand how others experience your influence behavior;
- know what you could change to be more effective;
- be able to apply a simple behavioral model;
- acquire insight into (inter)personal behavior and its impact;
- continue your development after the program, at home and at work.

Target group

- People accountable for results but with no formal authority
- People dealing with customers, suppliers, contractors and partners, both inside and outside their organization
- Managers who want to get their team to do things because they 'want to' rather than 'have to'
- Technical specialists and professional who have no line authority but need to influence
- Individuals who want to master how to present their ideas, build positive working relationships, and deal with people at all levels.

Our approach

Prior to attending the workshop, all participants complete an on-line 360° Influence Behavior Questionnaire which gathers information on personal influence behavior. Our 4 day workshop is an intensive, experiential environment where participants use exercises, simulations, personal and video feedback, and reflection to provide rapid and focused learning. This practical platform enhances the learning experience, leading to direct application into real life and work situations. Our consultants help you to discover, enrich and strengthen your personal style of influencing.

Our Team

A group of 12 participants is facilitated by two senior consultants who have extensive experience of working in organizations as well as in leading learning and development workshops.