

## **WORKSHOP – INFLUENCE WITHOUT AUTHORITY**

**Topic: Influence Without Authority: How to Get Things Done when You're not Necessarily in Charge!**

**Purpose/Overview:**

The intent of this one-day workshop is to provide participants with the background, understanding and skills to exercise positive influence within their organization, whatever the position that they currently occupy. The intent is to show participants how they can positively influence others, and the organization itself, by clarifying their influence objectives, choosing the right strategic partner to work with, and by understanding their partner's world. Participants will learn how to exercise their influence skillfully and with the maximum likelihood of success and benefit to both parties. Topics to be covered will include:

- Clearly defining your influence objectives: your ultimate goals and your minimum criteria for success
- Developing effective influencing skills: succeeding with or without legitimate 'power'
- Establishing effective networks
- Identifying and developing strategic allies
- Creating an exchange framework to facilitate adoption of your ideas/initiatives
- Choosing the strategy with the maximum likelihood of success
- What to do when influencing doesn't work

The workshop will include theory presentations built around the book "Influence Without Authority" authored by Allan Cohen and David Bradford (2005), as well as group discussions, role-plays, and experiential exercises that will assist participants in testing and acquiring both knowledge and skills.

**Learning Outcomes:**

Participants will:

- Develop greater clarity and confidence in their own influencing abilities

- Understand the exercise of strategic influence in the absence of positional power
- Develop specific influencing and communication skills to facilitate the development, dissemination, and adoption of their strategies, initiatives and ideas
- Enhance their communication skills by developing strategies to clearly delineate their ideas/initiatives and build a persuasive case for their adoption
- Learn strategic idea 'marketing' by identifying the 'what's-in-it-for-me' factor for the people they are trying to convince [exchange frameworks]
- Understand and apply the principles of ethical influencing

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