

Influence Without Authority

Objective

The purpose of this class is to teach participants the skills needed to build and exert ethical influence on colleagues and key decision makers based on mutual benefit and reciprocity.

Strategy



Organizational resources are scarcer than ever and people are under increasing pressure to get things done even when they lack the authority or positional power to “make it happen.” Fortunately, there has been great progress on discovering and implementing a variety of psychological techniques to influence without authority. Participants in this course learn and apply well-established influence and persuasion research from Cialdini, Cohen & Bradford, and others to common workplace situations. These well-tested practical techniques can be applied to everyday situations where positive influence is the best way to get things done.

Participants also explore how their existing influence strategy preferences impact their effectiveness. They then use this self-awareness to develop strategies for adapting their approach to increase rapport, improve communication and build relationships. Throughout this highly interactive course participants will apply the theories and models to relevant job-related situations. Participants learn how to build better trust and rapport with others so that they can collectively achieve successful outcomes.

Participants Will Increase Their Ability To:

- Build rapport and develop genuine relationships in order to expand their circle of influence
- Apply research-based influence strategies to ethically create mutually beneficial outcomes
- Recognize others’ needs and the elements present in their environment (i.e. demands of the job/role)
- Support others in getting their needs met while also meeting their own
- Achieve results without positional authority
- Adapt communication approaches to be more effective with others
- Recognize common barriers to influencing others and create plans to overcome them
- Use different influence models when situations call for a more nuanced or comprehensive approach

Length of Session:

One-half day and full day workshops are available.