Leading with Influence, Not Authority

Course outline

Provided by: Performance Management Consultants – PMC Training

Reference no.	281-16
Duration	2.00 day(s)	12:00 hours [1]
Website link	https://pmctraining.com/training/leading-with-influence-not-authority/

Influencing Change in Your Organization and Communities

Influence is a key skill that is necessary for having impact on organizations and communities, especially when you do not have formal authority. Being a leader means sharing your ideas and taking action, regardless of your position or title. This session focuses on how participants can have a positive influence on their personal and professional communities without depending on authority or organizational hierarchy. Instead of considering influence to be a process of "persuading others", this session focuses on building 5 key leadership qualities that will positively impact those you work and socialize with. Participants will learn communication strategies to improve influence. This session also includes a social styles assessment to help participants learn how to leverage their strengths. Even when in a formal leadership role, influence can motivate, engage and empower others, rather than relying on giving orders or using formal 'power'.

Instead of presenting traditional approaches to influence such as 'networking' or ' being persuasive', this session focuses on authentic leadership, building relationships, effective communication, connecting ideas to organizational values, and being a leadership role model. Myths around influence as applying pressure, manipulation, or requiring a social media presence will be dispelled. Participants will have the opportunity to develop communication skills, craft a vision statement, and create an action plan for making an influence in their community.

Learning outcomes

At the end of this workshop, you will be able to:

- Understand the difference between influence and authority
- Understand how to use leadership skills to influence others
- Understand your circle of influence
- Understand your social style and impact on others
- Develop the key leadership skills to influence others
- Increase self-awareness of your social style and how to leverage your strengths

---

[1] *The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.*

- Develop key communication skills for greater influence
- Understand how to appeal to the needs and priorities of others
- Identify and articulate your vision
- Understand how to connect your ideas to organizational culture and goals
- Learn a model for strategically implementing your vision
- Understand how to cultivate authentic networks
- Create an Influencer Action Plan

Workshop topics

Leadership vs Influence
- Leading without Authority
- Influence as a leadership quality
- Authority vs Influence
- Using influence for good
- Identifying your circle of influence
- Influence as a outcome, not an activity

Developing Influencer Qualities
- 5 Key Leadership skills for influence
- Developing your influence credibility
- Developing authentic relationships
- How to 'practice' influence
- Leadership influence action plan

Influence and Communications
- Identifying and articulating your vision
- Key communication skills for influence
- Presentation Skills for Influencing Stakeholders

Influencing Organizational Change
- Connecting your ideas to organizational culture and goals
- Model for strategically implementing vision into practical steps
- How to cultivate authentic networks

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

This workshop is for anyone looking to increase their ability to influence their personal and professional communities. This workshop is useful to learn how to influence individuals or groups (i.e. teams or stakeholders). If you are looking to make a greater impact without using formal authority, this workshop is for you!