

Influencing In A Matrix Organisation

What's in it for you?

The rules change when we work in organisations that require working across 'boundaries'. Working with, and influencing your peers becomes paramount and requires a different skills set. The extent to which we can persuade others to listen to our ideas, take notice of, and act on our decisions is often dependent on our ability to influence a wide range of people in the business. This seminar will help participants develop powerful techniques to ensure ideas are put across in a dynamic and winning way.

What you will get out of it

By attending the seminar you will:

- Understand and apply the principles of effective influencing across boundaries.
- Acquire and practise a range of skills and techniques to improve your ability to influence informally in a variety of settings.
- Understand the dynamics of 'matrix' working and its impact on your style.

Key Themes

- What is influencing? The difference between influencing and negotiating.
- What do others want? Identifying others' values and beliefs. Identifying different influencing positions. Knowing how to draw people towards you.
- Techniques of recognising others' styles and adapting your own for different meetings. Working in others' circle of influence. The importance of a 'pull' rather than 'push' style of influence.
- Handling resistance and conflict. Having a range of options to deal with resistance in situations where you are an equal. Developing understanding and creating choices. Creating alliances.
- Getting the best out of cross-functional teams.

What's Involved

You will have the opportunity to practise the skills for effective influencing in case studies and role plays, and receive structured and useful feedback on your style from tutors and colleagues. You will understand the difference between a hierarchical and matrix organisation and be introduced to some practical tools to use to create successful alliances and cross team working.

“Nothing is more costly than something given free of charge” MICHIHIRO MATSUMOTO