

Up The Organisation


Influencing Up And Across The Business

What's in it for you?

Increasingly work requires us to reach out across organisational '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. The seminar will in particular explore the challenges of influencing upwards: when you are trying to impact those more senior to you.

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, both 'up' and 'sideways'
 - Understand the dynamics of 'matrix' working and its impact on your style.
 - Distinguish the behaviours that will help you gain influence from those which will not.
 - How to win support and overcome objections.
 - Shape your statements around the needs of the person you are trying to influence.
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Up The Organisation Continued

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.
- 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 and meetings.
- Know what influencing style to draw on when attempting to influence those more senior than yourself.

What's Involved

You will have the opportunity to practise the skills for effective influencing through case studies and role plays. You will be introduced to some practical tools to use to create successful alliances and cross team working, as well as how to influence "upwards" effectively.