

Positive Power and Influence (PPI)

...practical influencing skills for gaining the active cooperation and support from others

Positive Power and Influence (PPI) is a comprehensive two or three-day workshop that helps all levels of participants, from senior executives to hourly staff, develop and refine the critical skills required to influence others in a positive and constructive manner. **PPI** moves briskly through the teaching of the basic influence concepts to intensive practice and application planning. The primary focus of the program is to enable the participants to master influence behaviors so that they will be able to apply those behaviors in their own work and personal lives in the weeks immediately following the session. This is accomplished through role-plays, case studies, small and large group work, exercises, lecturettes, one-on-one trainer coaching, peer feedback, a/v feedback, and practical application to real-life situations.

Workshop Objectives:

This workshop will help participants to...

- Mobilize stakeholders to get things done
- Influence others without the use of positional authority
- Manage and motivate "difficult" or non-performing peers and staff
- Lead others through rapid change and uncertainty
- Improve cross-functional, peer and client relationships
- Become a more effective team members and team leader

Workshop Process:

Self-Assessment: Prior to the program, participants collect data from associates via a 360-degree feedback instrument. This data is used in conjunction with taped simulation, in-program feedback to clearly identify which influence styles each participant tends to use, as well as to highlight their personal opportunities to become more influential.

Developing Style and Flexibility: Participants learn the fundamentals of influence styles they use infrequently or ineffectively. They also practice the influence styles with which they are already familiar, learning how to apply them more effectively. Participants thoroughly explore all styles and develop personal learning goals for the remainder of the program.

Developing Influence Skills: Participants then practice using varied influence styles in relevant and challenging situations, to improve their ability to first diagnose the influence situation, craft an influence strategy using a diagnostic tool, then strategically apply the most effective style.

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Application Planning: Last and most important, participants prepare to apply what they have learned to a real-life influence situation using tailored simulation and intensive feedback from peers and training staff.

Who Should Attend:

PPI is designed for any individual who is immediately responsible for making operational, team and individual decisions or recommendations. This includes:

- Program or project managers who must obtain the cooperation of functional managers over whom they have no authority
- Individuals whose positions place new demands upon their abilities to influence events and people
- Technical or professional personnel taking on supervisory or management responsibilities
- Individuals who must exert influence cross functionally
- Staff who need to gain the support of operating managers
- Managers and supervisors who want to develop their influence skills to lead more effectively
- Anyone whose responsibilities exceed his or her positional authority