

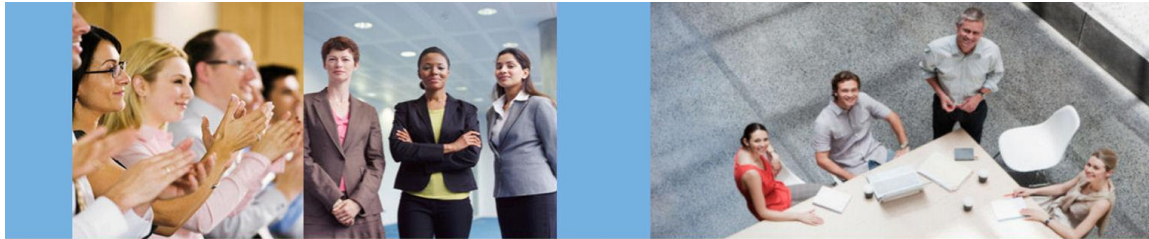
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The Women's Organization for Mentoring, Education & Networking
Developing Leaders Who Deliver Results

Session Eight

The Influential Leader:

Positive Connections for Powerful Results

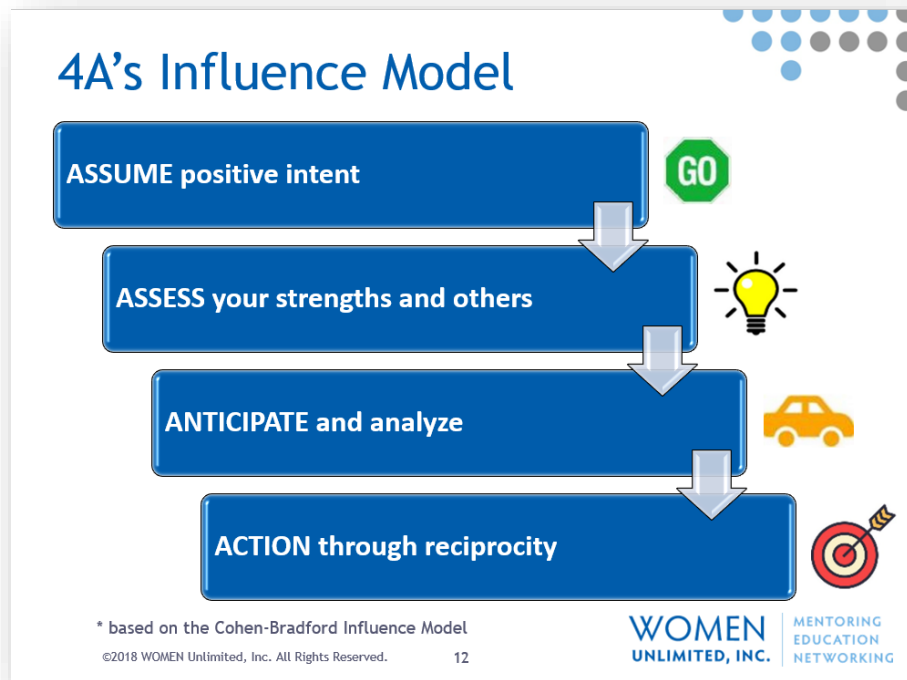
The Influential Leader

Session Objectives

- **Increase awareness** of influence skills and behaviors, and how to strategically manage oneself.
- **Use a model** to analyze situations and develop strategy to influence others effectively.
- **Create a plan** for increased confidence and ability to influence others for powerful results.

NOTES:

4 A's Influence Model



Questions for each phase

Assume:

- *What goals do we have in common?*
- *How strong is the relationship?*
- *What is one attribute that you admire in the other person?*

Assess:

- *What is your position and interest?*
- *What is the other person's position and interest?*
- *What is important to them that they perhaps aren't telling you?*
- *How compatible are your communication styles?*

Anticipate:

- *Identify this person's most and least preferred style*
- *Describe the communication strategies you currently use with this person?*

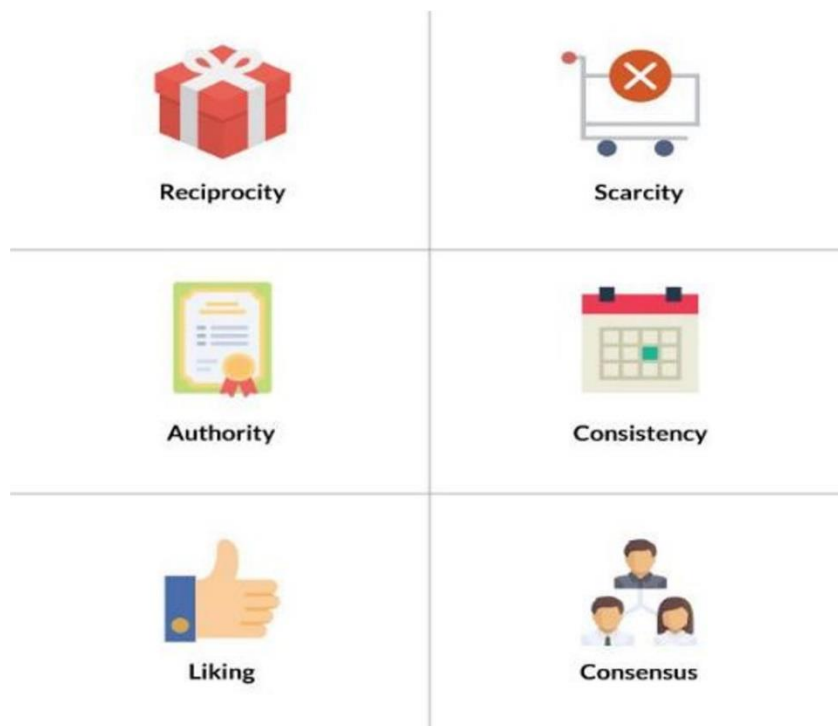
Action:

- *Identify the communication strategy you need to use more often?*
- *How will you open and frame the conversation for maximum impact and influence?*

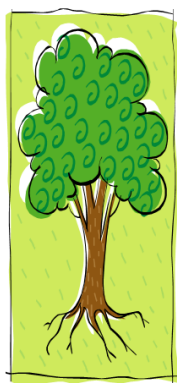
LIFO Communication Strategies

Think of a Senior Leader you need to influence...

- *Identify this person's most preferred and least preferred style(s) based on your interactions with this person.*
- *Describe the communication strategies you currently use with this person.*
- *What key questions are in this person's left-hand column?*
- *Describe the LIFO communication strategies you need to use more often with this person to strengthen communication and increase your influence.*



Positioning the “No”



3. YES?

- Invitation to possibilities
- External focus - “we” What will meet their currency?
- Listen for understanding/with openness

2. NO.

- To what are you saying no?
- What is out of alignment with currency?
- Offered with respect

1. YES!

- Internal focus - “me”
- Honor/protect your currency
- To what must you say yes?

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NOTES:

Leadership Call to Action

“The Influential Leader: Positive Connections for Powerful Results”

Influence is a critical skill of leadership. It's the essential art and discipline of playing well with others. This session explores the dynamics of influence and how successful leaders diagnose and leverage relationships, to build trust, empower others and deliver results.

Participants will analyze and develop strategies for real-life situations, and create a plan to increase their relationship management and influence skills.

Individual Call to Action

WUI Rule: Play Well with Others

1. Focus on implementing the 1-2 actions from your personal action plan.
2. Re-engage your senior leadership (from interviews) and update them on your progress. What additional insights on Influence without Authority in your organization can you gain and share?

Matrix Team Call to Action

1. Share your insights with your matrix mentor team and manager. Discuss a real-life Influence situation and, together, develop a strategy to handle it.
2. Ask your matrix mentor team to hold you accountable for your personal action plan.
3. Review and assess your progress and integrate your LEAD Journey Roadmap.
4. Plan to work together on pre-work for Risky Business: Take Risks, Make Decisions virtual session – pre-work will be sent separately and can be accessed on Resource Page.

Suggested Reading

The WUN Newsletter – [Can You Influence Without Authority?](#)