



#### Who Should Attend?:

This workshop is designed for managers who are called upon to help make their organizations more productive. It is especially relevant for executives as well as senior and mid-level managers. Staff managers involved in human resources, quality management, and organizational development also benefit from attending.

## Gaining Power & Influence

### Training & Development Module

**An interactive workshop designed to provide your management team with a solid understanding of gaining power and influence and a broad range of power and influence gaining strategies and tactics.**

#### The Problem:

Lack of influence and power plagues many otherwise healthy organizations. It can occur between two individuals, between units, or even interdepartmentally. Lack of influence and power costs organizations in a multitude of ways, including lost time, wasted energy, financial loss, lack of focus, and lack of direction.

Despite the widespread, insidious nature of having unrealistic levels of influence and power, many managers are unable to direct their staff effectively. In order to achieve optimum levels of staff morale and productivity managers must be able to identify problems in amounts of power held, and maintain a higher level of power and influence over their subordinates.

#### The Solution:

Our Gaining Power and Influence workshop provides participants with an array of tools to recognize inappropriate levels of power and influence and gain the power and influence necessary to effectively direct their team.

Some of the key features of the workshop are

- opportunities to learn from the first hand experience of expert power and influence practitioners;
- opportunities to engage in interactive simulations and role-playing; and
- opportunities to share ideas among and network with managers from different fields.

#### Learning Outcomes of the Gaining Power and Influence workshop:

At the end of this workshop, participants will have gained the ability to

- be able to build a strong power base and use influence wisely
- understand the balanced view of power
- be able to implement strategies for gaining organizational power
- be able to transform power into influence
- demonstrate to their organizations the cost benefits of having managers with the optimum level of power and influence; and
- help create a well directed workplace atmosphere that fosters efficiency and productivity.

#### Seven Benefits of Attending the Gaining Power and Influence workshop:

1. Be able to identify inappropriate levels of power and influence.
2. Learn to select and implement the most appropriate strategies and tactics.
3. Move from identification of the problem to implementation of the strategies necessary for gaining power and influence.
4. Reduce loss of productive time due to lack of direction.
5. Improve workplace efficiency.
6. Lessen the impact of inappropriate levels of power and influence on an organization.
7. Make the link between poor power distribution and organizational costs.

People. Leadership. Results.



### **About Us**

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

### **Contact Us:**

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### **Program Content:**

#### **Day 1**

##### **The Anatomy of Gaining Power and Influence**

- Review of participants expectations, values, and experiences
- Role of a leader
- Definition of power within an organization
- Levels of power and influence
- Stages in the development of power and influence
- Ineffective direction as a weapon
- Styles of change
- Review of strategies and tactics
- Demonstrations and practice sessions
- Daily Learning Register

#### **Day 2**

##### **Trying Out the Options**

- Effectively assuming power and influence over a group as a pre-emptive or mitigating tactic
- Mediation as a technique and process
- Leading and directing with appropriate amounts of power and influence
- Using positive processes
- Going to the top: System-wide interventions
- Demonstrations and practice sessions
- Daily Learning Register

#### **Day 3**

##### **Principles and Practices**

- Responses to and consequences of ineffective power distribution
- Cultural differences in power distribution
- The organization as a "community of interest"
- The power and authority gainer: A catalyst for positive growth
- Measuring the effects of power and authority
- Measuring the effects of change
- Building a culture in an organization with appropriate power distribution
- Further reading in gaining power and influence
- Workshop evaluation and research questionnaire