

## USING THE POWER OF INFORMAL INFLUENCE

Individuals once depended on leadership hierarchies for setting goals and driving outcomes, but success today often hinges on the influence exerted by individual contributors or peer networks with no formal authority. **Power of Influence** is a unique three-day workshop designed to give everyone—team members, project leaders, managers, and executives—a hands-on opportunity to understand how to use power and influence wisely. Attendees learn to develop ‘invisible lines of trust’ that build loyalty, encourage cooperation, make teams and other peer networks more effective, and drive success for both individuals and organizations.

Influence does not take place in a vacuum. The power you possess is granted by those who are willing to follow your lead. Effective influencers are aware of this power and use it wisely. The skills addressed in this workshop all relate to the bases of power a person is given by others:

- Understand the dynamics that affect credibility and trust within the team.
- Avoid the actions that can undermine teamwork and trust.
- Develop the necessary influence potential to make a meaningful contribution to the results.
- Implement methods to add value to the wider team.

### AN ACTION-ORIENTED MODEL FOR ACHIEVING RESULTS

**Power of Influence** is targeted to the many individuals who are expected to lead within a team or matrix environment where formal authority is not provided by traditional relationships. Join facilitator Frank Wagner in discovering the impact three interconnected principles have on successfully influencing others.

**AIM WITH AWARENESS:**

*Be clear about your desired effect, aim, or result; know the forces at play that will impact the outcome.*

**ALIGN WITH AUTHENTICITY:**

*Gain alignment by establishing your credibility, helping others, and building relationships in a positive fashion.*

**ACT WITH ACCURACY:**

*Perform by taking efficient and effective actions that provide clear value in a way that earns trust.*

### STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

**Frank Wagner, Ph.D.**, is a co-founder of Prism, Ltd., and a Director with GEO Strategic Services Inc. Frank focuses on commitment, teamwork, influence across organizational boundaries, coaching, and faster strategic planning and execution.

As a behavioral coach, Frank brings a broad base of experience working with individuals from mid-level management through C-level positions. He is a partner in The Marshall Goldsmith Group and co-founder of *Stakeholder-Centered Coaching* with Chris Coffey and Marshall Goldsmith. His clients include Apple Computer, Cisco, General Foods, Hawaiian Airlines, Intel, KPMG,

Lawrence Livermore & Sandia National Laboratories, Microsoft, Toyota Financial, and Wells Fargo Bank.

Frank's publications include *The Power of Total Commitment*, *The Coaches Playbook*, and *The Leader's Guide to Encouraging Development*. He has a Ph.D. and MBA from The Anderson School of Management, UCLA, where he also served as a Post-doctoral Scholar. He holds a BA in Economics from Santa Clara University.



### PROGRAM OPTIONS

Power of Influence is available as an In-house program, conducted on-site and designed to prepare team members, project leaders, managers and executives to use their influence potential to improve their effectiveness at work. Over the course of three days, the Power of Influence workshop introduces a unique action-oriented model that gives participants a process for developing and using influence to build loyalty, encourage cooperation, and develop teams and networks that drive success. Contact us for more information and availability.

