

Positive Influencing

Outline

Getting your message across to others in a range of situations is a key requirement for all business people.

Know **what** to say, **how** to say it, **when** to say it and **who** to say it to are the vital questions that have to be frequently addressed.

Who Should Attend?

- ◆ Line managers
- ◆ Functional managers
- ◆ People wanting to update their skills
- ◆ HR professionals
- ◆ Anyone who has to influence within or outside your organisation

Duration & Location

This is a one day workshop, 10.00 to 5.00, normally un at the client's venue.

How Do We Influence?

Influencing is essentially about the way in which people try to shape each other's behaviour. Influencing is most effective when it is achieved collaboratively and without recourse to direct manipulation or overt power.

Influencing behaviours are in turn largely driven by our own personality and should be appropriate to that of the person) we are at-

tempting to influence. Additionally the style of influencing and techniques need to vary according to each situation.

For this reason Kiddy's Positive Influencing Programme concentrates on two main areas:

- ◆ The Influencing Process
- ◆ Personality in Influencing

Our Influencing Programme

Our standard one day Positive Influencing programme combines a significant amount of practical influencing exercises with role plays, plenary discussions and group work.

A pre-requisite for the workshop is that each participant has a good understanding of their own personality preferences gained through feedback on either MBTI® or Firo-B®. Alternatively the workshop can be extended for a further half-day to build in this element.

The workshop covers the following topic areas:

- ◆ Aims of positive influencing
- ◆ Influencing strategies
- ◆ The 5P Influencing Model
- ◆ Assessing your audience
- ◆ Working towards Win-Win
- ◆ A practical influencing framework

- ◆ Use of personality in influencing (MBTI® or Firo-B®)
- ◆ Influencing tips and styles
- ◆ Selecting content and styles to use
- ◆ Non-verbal effects
- ◆ Active listening
- ◆ Peer influencing
- ◆ Use of transactional analysis
- ◆ Influencing small groups
- ◆ Resolving conflicts
- ◆ Following-up on success

Our workshops are built around multiples of three participants. This gives participants the opportunity to learn from each other and their own experiences.

Other Programmes

Some of our other programmes include:

- ◆ Emotional Intelligence At Work
- ◆ Mentoring
- ◆ Negotiating To Win
- ◆ Managing Dispersed Teams
- ◆ Managing Your Boss
- ◆ Team Building On Yachts

For further information on this or other programmes please contact us on: +44 207 863 8877

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