

Building the Essential Skill of Influence

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INFLUENCE

“One of the
Essential skills for
leaders at all
levels”

FORBES MAGAZINE

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the person with the influence has the power





INFLUENCE

The Influence Essentials



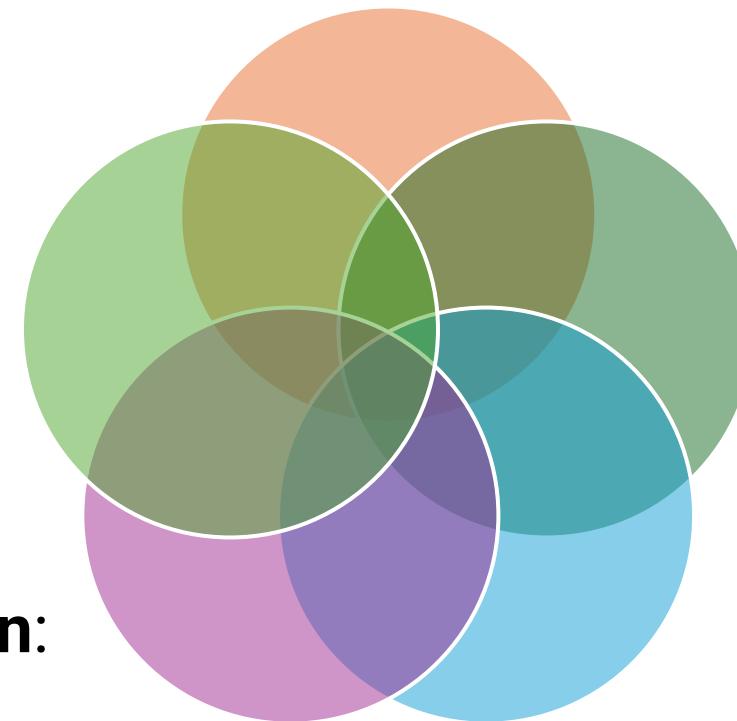


Emotional Intelligence and Influence



Enhancing Emotional Intelligence

Focus: Be
Intentionally
Aware



Communicate
with **Empathy**

Pay Attention:
Capture;
Clarify

**Develop
Relationship:**
Connect &
Collaborate

Be Mindful:
Reflect,
Review,
Respond

The Three Cs of Emotional Intelligence



Consciousness – being mindful of your emotions, being self-aware so you can identify how your emotions impact others.



Compassion – being empathetic towards others. Having the ability to identify with and understand the wants, needs, and viewpoints of those around you.



Connectedness – the ability to get on with others.

What daily practices do you use to demonstrate the 3 C's?



Authenticity: Embracing Your Style

In 2009 and 2010, Discovery Learning, Inc. and Innovative Pathways conducted research to identify and measure influence styles. They created **five** categories:



ASSERTING

You insist that your ideas are heard and you challenge the ideas of others



CONVINCING

You put forward your ideas and offer logical, rational reasons to convince others of your point of view



NEGOTIATING

You look for compromises and make concessions to reach outcomes that satisfy your greater interest



BRIDGING

You build relationships and connect with others through listening, understanding and building coalitions



INSPIRING

You advocate your position and encourage others with a sense of shared purpose and exciting possibilities



Know Your Audience

- ✓ One influencing style does not fit all
- ✓ Be aware of your audience's communication style
- ✓ Be Aware of your Gaps-Know your "Color Palette"





INFLUENCE



If there is a winner and a loser your ability to influence diminishes. Find the why and define the why.

Best Practices

- Socialize your ideas
- Gather input
- Be Aware of how you “say it”
- Tone
- Inflection