

INCREASING YOUR INFLUENCE AT WORK

DIAL 844- WEB ADIGO (844-932-2344) NO ID NEEDED

START TIME: 5 MINUTES AFTER THE HOUR WE'LL GO FOR 20 MINUTES UNTIL 25 PAST



A Conferencing Tips Webinar with Brad Volin, President of Adigo – 11/10/2015

AGENDA



- o Intro's
- Part 1: Influencer Styles
- Part 2: Influencing Through Relationship Building
- Questions



INTRODUCTIONS

- o President, Adigo
- Experience at Public and Private companies
- oMain Influencer Style:

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"The key to successful leadership is influence, not authority."

-Kenneth H. Blanchard



Part 1: Using Influencer Styles

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INFLUENCER STYLES

- **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



Self-Awareness is Key:

- What's your dominant style? Do you assert, convince, negotiate, bridge or inspire?
- Do you tend to apply the same approach to every situation and individual?

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INFLUENCER STYLES

Take Stock of Your Situation:

- Who are the critical stakeholders you need to win over to achieve an objective or overcome an obstacle?
- What influencing style might be most effective when interacting with them?



Identify your gaps:

• Figure out which styles you are comfortable using in various situations and which ones you need to work on.



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INFLUENCER STYLES

Develop:

- Work on the styles you identified in your gaps
- Study a role model or professional who is particularly strong in the style you're trying to develop.
- Find a learning partner to role-play with to gain confidence.





Practice:

- Begin with low-stakes situations where you can test out your new influencing approaches.
- Target a person or situation where you'd like to achieve a certain outcome, think through the influencing style that will work best in that situation, and give it a try.
- See what works and what doesn't.
- As you build your capability and confidence, move on to higher-stakes scenarios.

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RELATIONSHIP BUILDING

Part 2:

Increasing your influence through building relationships



"Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers."

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-Robin S. Sharma



RELATIONSHIP BUILDING

Connect with people emotionally

 If you want to intrigue and influence people, get their dopamine pumping. Dopamine stimulates that pleasure-reward area in the brain that makes people feel warm and fuzzy.

TIP: Use conversation starters

- "What was the best part of your day and what was the worst part of your day?"
- "What personal passion project are you currently working on right now?"





Be Curious

- Become genuinely interested in other people.
 - · Ask open-ended questions.
 - Get people talking about themselves and to help build rapport

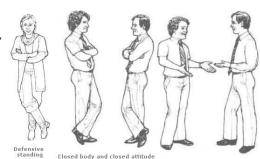




RELATIONSHIP BUILDING

Use high-powered body language

- Confident body language not only affects the way others see you but also the way you see yourself.
- Low-powered body language: body is contracted, with the shoulders rolled and the head down or bowed.
- High-powered body language: the head is held high, the arms are loose, the shoulders are set back and the chest is out





Tell a story

• When people hear stories, they feel as though they are right there with the other person. If you can stimulate the other person's brain with a story, you can, in effect, get that person on your side.

TIP: Create a story toolbox containing thought-provoking stories that you can tell at any time when you're with people. After you tell the story, follow it up with some interesting questions.

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RELATIONSHIP BUILDING

Be vulnerable

• Being open about your emotions increases your likeability and influence. People will perceive you as being real when you admit to weaknesses or flaws.

BE SEEN.





Ask a Favor

• According to research, whenever a person asks someone else for a favor, he or she is perceived more positively.

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RELATIONSHIP BUILDING

Become charismatic

- According to research performed at MIT, most people don't remember what an individual looks like or what he or she might have said. They remember how the individual made them feel.
- *TIP*: When talking to someone, tilt your head, align your torso with that person's and point your toes toward the person





RESOURCES FOR INCREASING YOUR INFLUENCE

Entrepreneur Magazine

o http://www.entrepreneur.com/article/240960

Forbes Magazine

- o http://www.forbes.com/sites/work-in-progress/2011/12/21/five-steps-to-increase-your-influence/
- Fitbit for productivity NPR 11/9/2015
- DISC profile

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CONNECT

Brad Volin, 888-552-3446, bvolin@adigo.com
http://linkedin.com/in/bradvolin

How helpful was this? 1 (not much) – 5 (super)

For links, details and references, see our post:

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