



**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

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

confidential



INTRODUCTIONS

- President, Adigo
- Experience at Public and Private companies

- **Main Influencer Style:**

confidential



*“The key to successful
leadership is influence, not
authority.”*

-Kenneth H. Blanchard

confidential

INFLUENCER STYLES



Part 1: Using Influencer Styles

confidential

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

confidential


INFLUENCER STYLES 

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?

confidential




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?

confidential





INFLUENCER STYLES

Identify your gaps:

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



confidential



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.





INFLUENCER STYLES

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.

confidential



RELATIONSHIP BUILDING

Part 2: Increasing your influence through building relationships

confidential



RELATIONSHIP BUILDING

“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.”

-Robin S. Sharma

confidential



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?”



confidential



RELATIONSHIP BUILDING

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



Defensive standing position



Closed body and closed attitude



Open body and open attitude

confidential



RELATIONSHIP BUILDING

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.



confidential



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.



Design by Lauren Gassen



RELATIONSHIP BUILDING

Ask a Favor

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

confidential



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



confidential



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/>
- o Fitbit for productivity – NPR 11/9/2015
- o DISC profile

confidential



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:

Register for our next webinar:

[Register for an upcoming Conferencing Tips Webinar](#)