

Session Focus: INFLUENCE

Overview:

People leaders often strive to be influential but may struggle to translate intention into impactful action. This workshop provides tools and experiential learning to help leaders hone their influence skills through self-awareness, storytelling, and alignment with key priorities: people, business, and customers.

Learning Objectives for the Training:

1. Given a self-assessment tool, learners will identify their primary influence style and discuss its strengths and limitations in small groups.
 2. Given a storytelling framework, learners will craft a leadership story that includes a challenge, resolution, and emotional connection.
 3. **Given** a prompt to incorporate perspectives of the people, business, and customer, learners will **refine** their leadership story to emphasize its alignment with these priorities and **receive feedback** on the clarity of this alignment.
 4. Given feedback from peers, learners will practice delivering their story to a partner and refine their delivery for clarity and emotional impact.
 5. Given reflection prompts, learners will evaluate their storytelling effectiveness and commit to one action to improve their influence skills in leadership.
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Workshop (100 minutes)

I. Introduction & Icebreaker (10 Minutes)

Objective: Set the stage, establish rapport, and introduce the focus on influence.

1. Facilitator Introduction (1 Minute):

- Highlight how influence is an everyday skill used in decisions large and small.

2. Activity: Influence in Everyday Life (5–7 Minutes):

- Participants pair up or form small groups and share a recent example of when they influenced a leader in their work environment.
- Key elements:
 - Who they influenced.
 - The situation.
 - How they influenced the decision or action.

3. Optional Group Share (2–3 Minutes):

- Volunteers share examples.
 - Facilitator highlights the versatility of influence in leadership and transitions to the workshop focus:
“Today, we’ll explore how to sharpen this skill, especially through leadership and storytelling.”
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II. Skills Development Workshop (60 Minutes)

Learning Objectives:

1. Self-Assess Influence Style:

- Activity: Complete the Influence Self-Assessment tool to identify primary influence style.
- Discussion: Small groups discuss strengths and limitations of their styles.

2. Craft a Leadership Story:

- Activity: Using the storytelling framework, participants draft a story that includes:

- A challenge
- A resolution
- Emotional connection

3. Align Story with Key Priorities:

- Activity: Refine the story to highlight alignment with what's best for people, the business, and the customer.
- Feedback: Partners provide input on how well the story communicates these priorities.

4. Practice Storytelling:

- Activity: Deliver the refined story to a partner. Partners provide feedback on clarity and emotional impact

5. Reflect and Commit to Action:

- Activity: Participants use reflection prompts to evaluate their storytelling effectiveness and commit to one improvement.

III. Share & Debrief (30 Minutes)

1. Peer Sharing: Lightning Round (15 Minutes)

- Each participant shares one actionable takeaway or commitment they plan to implement.
- Facilitators capture key themes on a flip chart.

2. Facilitator-Led Debrief (15 Minutes)

- Recap the session's key points, emphasizing the importance of influence.
 - Q&A: Open space for participant reflections or questions.
 - Close with a motivational quote or challenge to inspire participants to apply their learning.
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Post-Workshop:

- Provide a digital resource pack, including:
 - **Workshop slides and handouts.**
 - **Influence-related case studies.**
 - Recommended readings and tools for further skill development
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