

Activity 1: Icebreaker

In your pair, share an example of when you had significant influence that changed the game.

- What was the situation?
- Who did you influence?
- How did you influence the decision or action?
- What worked? What didn't work?

Feel free to capture any notes....

STOP- Regroup before the next activity.



Activity 2: Influence Style

Self-Assessment: Discover Your Primary Influence Style

This tool will help you identify your dominant influence style and reflect on how you approach influence in different situations.

Instructions:

1. For each question, select the statement that resonates most with you.
2. Keep track of how many times you choose each letter (A, B, C, D, E).
3. Use the scoring guide at the end to determine your primary influence style.

1 When I need to persuade someone, I typically:

- A: Present data, facts, and logical arguments.
- B: Firmly state my opinion and push for action.
- C: Propose a middle ground that satisfies both sides.
- D: Inspire them with a compelling vision or shared goal.
- E: Build trust and connect with their perspective.

2 When faced with resistance, I usually:

- A: Provide additional evidence or logical reasoning.
- B: Reaffirm my stance confidently and firmly.
- C: Offer a compromise to move forward.
- D: Appeal to their values or emotions to motivate them.
- E: Listen to their concerns and work to understand them.

3 My strongest influence tool is:

- A: Clear, logical reasoning.
- B: Confidence and directness.
- C: Finding mutually acceptable solutions.
- D: Passion and emotional appeal.
- E: Relationship-building and empathy.



Activity 2: Influence Style

4 I am most effective at influencing when:

- A: The situation requires analysis or objective reasoning.
- B: A quick, decisive approach is needed.
- C: There's room to negotiate and find balance.
- D: I can connect the decision to a bigger purpose or vision.
- E: I've taken the time to build trust and rapport.

5 When leading a team, I:

- A: Focus on data-driven decisions to guide the team.
- B: Set clear expectations and push for results.
- C: Encourage collaboration and compromise among team members.
- D: Inspire and energize the team with a shared goal.
- E: Foster connections and understand individual needs.



Activity 2: Influence Style

Scoring:

Count how many times you selected each letter:

- A = Rationalizing (Logic-Driven)
- B = Asserting (Direct and Forceful)
- C = Negotiating (Compromise-Focused)
- D = Inspiring (Emotion-Driven)
- E = Bridging (Relationship-Focused)

Your Primary Influence Style:

- Rationalizing: You excel at presenting clear, logical arguments backed by evidence.
- Asserting: You are direct and confident, pushing for results decisively.
- Negotiating: You seek balance and strive to find win-win solutions.
- Inspiring: You energize others by appealing to their emotions, values, and goals.
- Bridging: You focus on building trust, rapport, and understanding diverse perspectives.

Reflection Prompts:

- How does your dominant style support your leadership goals?
- In what situations might a different style be more effective?
- How could you adapt your style to influence a broader range of stakeholders?

STOP- Regroup before the next activity.



Activity 3: Start with WHY

Write an abstract for a TED Talk in the form of a story that reflects the future state and impact of your team on our customers if your proposal is implemented. Think future state!

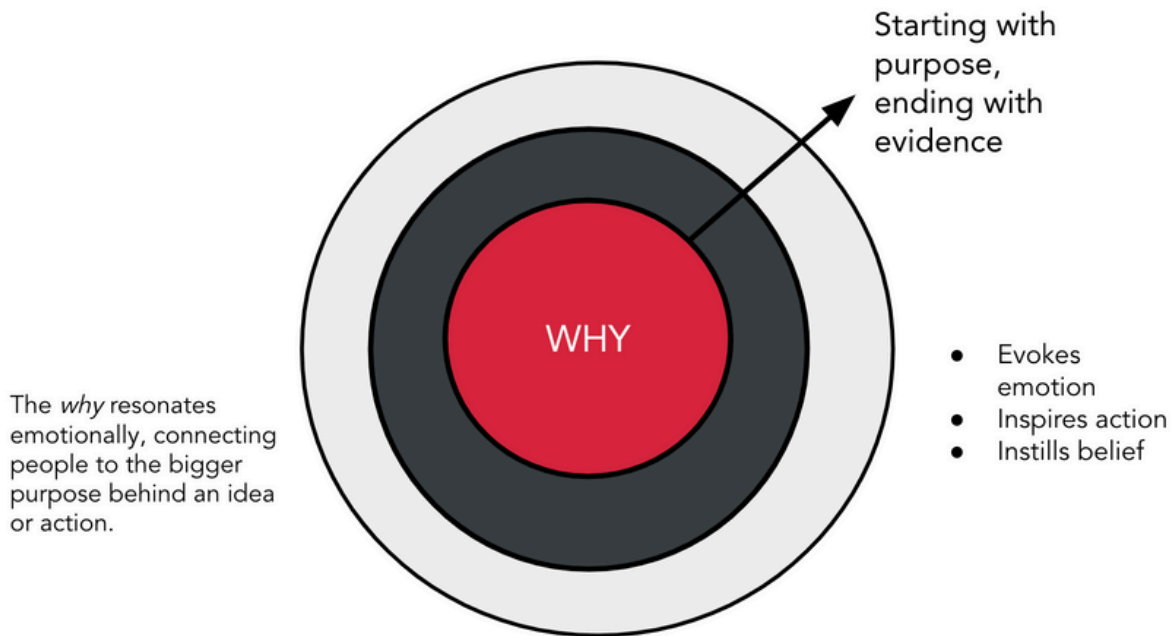
Instructions: Use the reflection questions on the following pages to frame your vision and communicate it from the inside out to maximize influence. Think about what the future could look like if this change is implemented & adopted. As you build the narrative...

1. Capture the belief or value that underpins your vision or initiative and what the future could look like with this change... Imagine if...(WHY)
2. Include actionable strategies to get there - the priorities, actions, and partnerships that make your vision seem achievable (HOW)
3. Capture your team's impact on the business & customer if progress is made (WHAT)
4. Be creative ... Make it inspirational! Tell a story! Speak from the heart!

Bonus points if you can think of and apply a creative way to leverage A.I.!



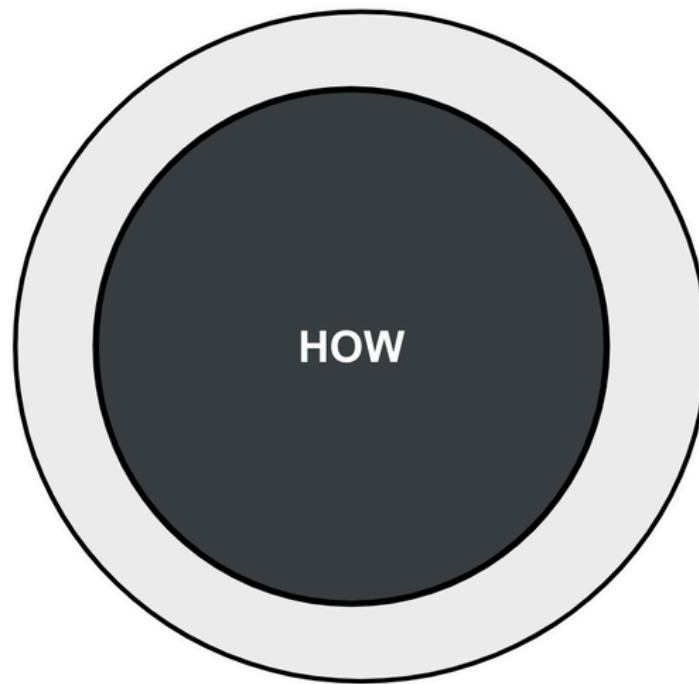
WHY (The Purpose)



- What is the deeper purpose behind the decision I want to influence?
- Why does this decision matter for the organization, team, or customer?
- How does this decision align with our core values or mission?
- Am I emotionally connected to the purpose of this decision?
How will I communicate that passion?
- How can I frame the 'why' in a way that resonates with the audience's values and goals?



HOW (The Approach)



The *how* shows actionable strategies, making your vision seem achievable.

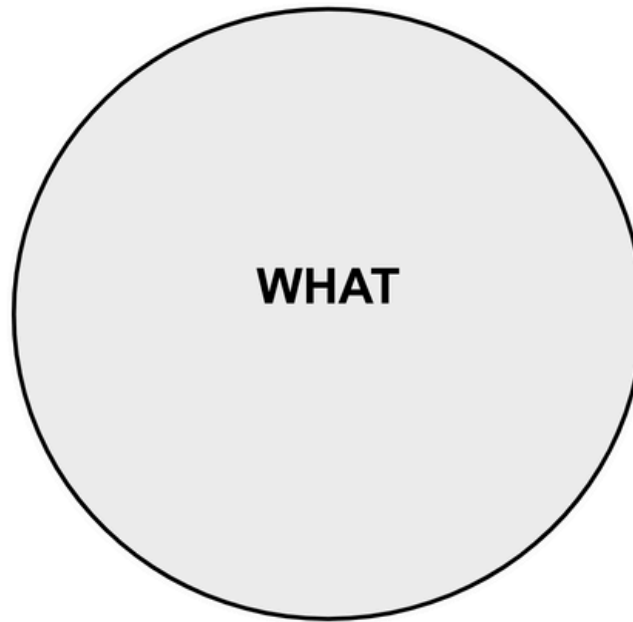
- Builds trust
- Demonstrates credibility
- Provides a roadmap for action

- What strategies am I using to achieve this decision?
- Am I clear about the steps or processes required to make this decision successful?
- How can I demonstrate credibility and trust in my approach?
- Have I considered the perspectives of all stakeholders to ensure inclusivity and collaboration?
- How does my approach reflect our shared goals for people, the business, and the customer?



WHAT (The Outcome)

- Provides tangible proof
- Answers logical and practical needs of audience



The *what* provides evidence of success, solidifying trust in the approach.

- What tangible outcomes or benefits will result from this decision?
- How do these outcomes support our team or organizational priorities?
- Am I prepared to articulate the measurable impact of this decision (e.g., metrics, results)?
- What evidence or examples can I share to demonstrate the success of similar decisions in the past?
- How will I address objections or concerns about the expected outcomes?



This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Activity 4: Start with WHY

Instructions: Share your story with your partner!

- Pick one person to go first to share their vision story.
- The second person listens and provides feedback based on the guiding questions on the next page.
- Switch roles and repeat!

Feel free to capture any notes....



Activity 4: Start with WHY

Questions to guide the feedback that you provide your partner...

Why (The Purpose)

1. Did the leader clearly articulate the purpose behind their desired decision?
2. Was the emotional or motivational aspect of their purpose compelling? Why or why not?
3. How well did the leader connect their purpose to the broader goals of the people, business, and customer?

How (The Approach)

1. Was the leader's approach to influencing the decision clear and well-structured?
2. Did their process reflect thoughtfulness about different stakeholder perspectives?
3. How effectively did they build trust or credibility in their approach?

What (The Outcome)

1. Was the intended outcome of the decision clearly communicated?
2. Did the leader provide convincing evidence or examples to support the expected results?

Overall Feedback Reflection

1. What aspects of their influence style were most effective, and why?
2. Were there any gaps or missed opportunities in how they communicated their purpose, approach, or outcomes?
3. What is one suggestion I can offer to strengthen their influence strategy in the future?

STOP- Regroup before the next activity.

