

# Influencing Across the Organisation

**Developing a tool kit and expertise for being more effective  
in influencing and persuading key people over whom you  
have no direct power but whose commitment you require**



*The PPI Network*

## **Influencing Across the Organisation**

This program is about becoming more effective in influencing and persuading across your organisation by increasing your understanding and adding to your tool kit of techniques for gaining the buy in and commitment of key people.

The program has three key elements:

1. Completion of pre-work to ensure that you are as informed as the other participants on day one of the training workshop.
2. A two day intensive training experience to provide some key tools and understanding and to help contribute to personal learning objectives.
3. Execution of a personal case where developing and applying cross organisational influencing skills is a central element in achieving success. This is to ensure that the increased awareness and learned techniques are applied within the following months so the learning is sustained. Two telephone coaching meetings will be provided in the three month period after the program to support the application of the personal case or to a different schedule by agreement with the PPI Network support coach.

## **Benefits**

Each participant will:

- Have a tool kit of techniques for analyzing cross organisational persuasion challenges and developing appropriate strategies for being successful
- Increase their understanding of the techniques for understanding the motivation of key players and the techniques for reaching and influencing them
- Have applied their increased learning and skill to a real life case within their business environment contributing to their business success as well as consolidating their learning.
- Be equipped to be more persuasive by choosing the appropriate strategies and behaviours in different situations with different people.

## **Objectives**

- To provide an extended learning experience in which participants can increase their persuasiveness and success in influencing others at different levels and in different locations on important business issues.
- To enable the participants to further develop their awareness of tools and techniques that will enable them to be more effective in gaining the buy in of key players.
- To provide the opportunity to practice developing and applying organisational influencing strategies.
- To provide the opportunity for personal learning and insight.

## Program Process

### Phase 1

1. View the four program videos on the PPI Network Website as a first step in increasing awareness and learning – A Model of Influencing, Managing Conflict, Negotiations and Managing Diversity
2. Identify and document personal learning objectives for the program
3. Identify and document personal application case

### Phase 2

1. Attend the two day workshop to build understanding of techniques, develop skills and further develop the strategy to apply to own case

### Phase 3

1. Execute own case
2. Two telephone coaching meetings in the following 3 months or on a different schedule if agreed with the PPI Network Coach

Each participant will receive a copy of the book *“Make Your Mark”* by Sue Craig an important source of insights and tools on influencing and cross organisational influencing.

## Phase 2 - Program Outline

### ***Day One***

- Welcome and introductions
- Learning Trios for the two days and beyond
- Refresh on Push and Build
- Organisational Influencing
  - SPLASH
  - Political Intelligence
- Networking and developing your network
- Influencing People at higher levels
- Organisational Influencing Exercise
- Learning Trio Review and Sharing of own cases

### ***Day Two***

- Stakeholder Mapping and Influencing Strategies
  - Mapping Case Exercise
- Learning Trio Review and application to own case
- Managing Conflicts of Interest
- Learning Trio Review and application to own case
- Personal action planning

## Phase 3 – Own Case Execution

Execution of own case including coaching support in the form of two telephone coaching meetings in the following 3 months with the PPI Network Coach.

Review web meeting in learning trios (1 hours) to share experience, learning and challenges and success in own case execution.

## Program Team

The program team will be Ruth Lake, Paul Blackhurst and Gerry Buckley.

Ruth Lake is an experienced training consultant based in Milan, Italy. She has a deep experience of working with leaders and managers at both local level in Italy and internationally around Europe and North America in developing their influencing and negotiating skills. Very familiar with cross cultural as well as uni-cultural influencing she has published a number of text books in Italian. Ruth leads programs in Italian, Spanish as well as her native English.

Paul Blackhurst is an experienced training consultant based in Bristol, UK. He has a strong experience of working with managers in global and international companies in developing their influencing skills. As well as working widely around Europe, Paul also works extensively in the Middle East. He is familiar with influencing from sharp global selling situations to more relaxed but not necessarily any easier influencing in cultures which are very different from his own.

Gerry Buckley is an experience training consultant based in Putte, Belgium. He has a strong experience of working with leaders and managers in Europe, North America and Asia. He focuses on individual learning through coaching and developing individual insights. Certified in a number of psychometric instruments he is a strong believer in the value of objective feedback in assisting in learning and development, particularly in the field of influencing.

## Program Dates

Intake one – Phase 1 starts on 1 April 2010 leading to Phase 2 Two Day Workshop on **27 & 28 May**, located in *Brussels, Belgium*, and to completion of Phase 3 by end August 2010.

## Program Fee

The fee for completing all three phases is Euro 2,300. Should you only wish to attend Phase 2 without completing Phases 1 or 3 the fee is Euro 1500.

The fee includes refreshments and lunch during the two day workshop, attendance at group dinner on the evening of day one of the two day workshop and support materials for the workshop. Participants are responsible for their own travel and accommodation.

## **How to Register**

Contact Gerry Buckley on Telephone 32-479-281601 or e mail [gbuckley@theppinetwork.com](mailto:gbuckley@theppinetwork.com).