

# *Influence At Work: The 9 Pillars of Power and Influence*

## **Description**

Unfortunately, too many **individuals depend too much on their authority**—a limited source of power that doesn't work well on peers and the boss. Consequently, they fail to get the results they want.

Further, too many managers rely on positional influence, rather than personal influence—something that can be grown and expanded. And they act selfishly like dragons guarding the gold; rather than socially, like philanthropists spending the wealth of their influence benefiting others and gaining more as a result.

This workshop aims to **expand one's knowledge and provide practical influence techniques**. It presents different ways to increase influence to match one's responsibilities.

## **Goals & Objectives**

- Understand that power can be exercised toward selfish or social ends.
- Discover which elements of power come with the position and which are associated with the person.
- Assess your current use of influence to determine which one's you can use better.
- Define your ideal mix of methods—especially those required to function as a transformational leader.
- Gain insights into practical techniques that when deployed increase a particular type of influence.
- Discover how subordinates can influence the boss—both ethically and unethically.

## **Detailed Topic Outline**

- ➔ Types of Power
  - Selfish versus Social Power
  - Position versus Personal Power
- ➔ Sources of Power and Influence
- ➔ Self-Assessment: The Power State Diagram
- ➔ Harnessing the Power of Expertise
- ➔ The Use and Misuse of Authority
- ➔ Counter Power: Subordinates Use of Influence