

Influencing Across the Organisation

Course Description

A 2-day intensive, interactive, reflective course that helps participants plan a tailored, systematic approach for gaining support, resources, and collaboration from individuals in matrix organizations where you have no formal influence. This course focuses on case studies, hands-on exercises, self-awareness and teamwork. It is suited to all staff members.

Content Outline

- Organisational Behaviour
- Political Acumen
- Building Relationships
- Gaining Influence
- Planning and Implementing your Approach

Topics covered

- Organizational white space
- Organizational politics
- Gathering intelligence
- Forming alliances
- Acquiring influence
- Reciprocity
- Negotiation
- Persuasion
- Active listening
- Conflict management
- "Virtual" relationships
- Cross-cultural relationships

At the end of the course, you will be able to:

- Plan a tailored, systematic approach for gaining support, resources, and collaboration from individuals in matrix organizations where you have no formal influence.
- Use basic tools and techniques for building relationships and gaining influence across organizational boundaries.
- Address typical cross-boundary challenges, such as managing conflict, bridging cross-cultural differences, and working in geographically dispersed or "virtual" relationships.
- Manage your progress in working across organizational boundaries including coping with resistance that threatens accomplishment of your objectives.

Methods

The course is interactive, fun, and interesting. We keep the participants actively involved throughout these intensive 2 days, using a little theory, and then immediately practicing in a safe, comfortable environment. Participants walk out with real skills that they can start to apply immediately.