



Q4 INFLUENCING WITHOUT AUTHORITY™

Practice new skills for influencing in business situations in which you have no authority.

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NUTSHELL

Managers at any level of an organization must work productively with people over whom they have no authority in order to accomplish business goals. These circumstances occur so frequently that Psychological Associates offers a practical, one-day workshop, Q4 INFLUENCING WITHOUT AUTHORITY, to help managers obtain cooperation and support when they do not have formal authority. By analyzing formal and informal authority in a systematic way, participants in this interactive workshop develop specific, practical strategies to apply in both peer/peer and managing-up interactions.

As an enhancement of interpersonal skills, participants may only enroll if they have completed the LEADERSHIP THROUGH PEOPLE SKILLS® workshop offered by Psychological Associates.

BENEFITS AND OUTCOMES

Participants learn how to:

- Apply the Dimensional® Model of Behavior™ to both peer and senior manager behaviors to understand their needs and adapt appropriately
- Analyze the real or perceived power issues that exist in peer encounters
- Motivate peers to collaborate and deal with issues productively
- Recognize the expectations of senior managers in order to be more persuasive when presenting ideas, plans, or courses of action
- Plan (and practice) conversations with a strategy that takes into account all of these factors to influence more effectively.

HOW IT WORKS

Q4 INFLUENCING WITHOUT AUTHORITY is based on participative learning. Team activities, video analyses, and role plays keep this workshop interesting and engaging. Participants bring real-life situations to the workshop as the basis for applying what they learn. By developing a strategy for an actual conversation with a peer or senior manager and then practicing it, participants leave equipped to use their skills immediately to be more effective.

