

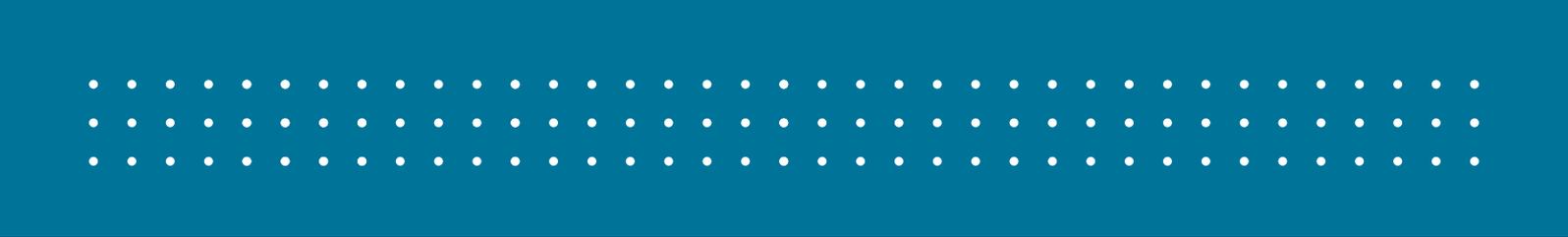


IN-HOUSE BROCHURE

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WWW.POSITIVEPOWERANDINFLUENCE.CO.UK



**CHANGE THE WAY YOU BEHAVE
TRANSFORM THE WAY YOU WORK**



INFLUENCE IS EVERYTHING

Positive Power and Influence is a behavioural skills development programme that delivers lasting change for individuals and organisations.

Available as either an open-enrolment programme or within your organisation, participants experience a profound shift in their understanding of influence, their personal presence and impact, and their confidence in approaching new and challenging situations.

“ *Incredibly useful and well-structured training programme. Delivery was spot-on, the safe group dynamic was established quickly, ability to practise then get constructive and actionable feedback was brilliant. By far the best training course I have ever been on and one I feel will help me in my personal life as well as professional career.* **”**

How do you ensure your message is conveyed with presence and impact?

How do you build rapport with stakeholders?

How do you galvanise and lead your team with clarity and creativity?

The programme offers opportunities for people to stretch and refine their behavioural repertoire so that they can be credible, connected, and influential, whatever the context.

“ I was having problems getting people on side, and didn't know why. I do now.

”

GET THINGS DONE AND BUILD STRONG RELATIONSHIPS

- We don't need to sacrifice our relationships at work to get things done. Nor do we need to give up our goals for fear of damaging an important alliance.
- When we're intentional and flexible in our use of influence behaviours we can meet objectives and develop strong and trusting relationships at the same time.

FACE YOUR CHALLENGES WITH CONFIDENCE

- With a toolkit of influence behaviours and strategies to hand, we can face into challenges and capitalise on opportunities; get ideas heard, tackle difficult conversations, galvanise teams, overcome roadblocks.

OVERCOME YOUR PERSONAL BLOCKS

- Knowing what influence behaviours to use and using them authentically allows us to overcome our fears and negative beliefs.
- We can adapt to the situation, make objective choices, and maintain our presence and impact. Our personal blocks no longer diminish our performance.

“ I was slightly cynical going in... but this programme smashed that cynicism out of the park.

It's made me start to think about myself and my actions in a completely different way.

”

OUTCOMES OF THE POSITIVE POWER AND INFLUENCE PROGRAMME

- When participants leave they are totally clear about their strengths as an influencer, and know exactly what they can do to develop their impact.
- They understand how their values and beliefs can get in the way of their ability to influence, and how to overcome these so that they can be effective and authentic.
- They are equipped with a simple toolkit to help them assess situations, including the needs and motivations of others, so that they can plan how to approach any situation and be agile and resilient, whatever they are facing.
- And they join a community of influencers who will inspire them to stay connected to their learning and support their continued growth.

THE VIRTUAL LEARNING PROGRAMME

A stimulating journey of online work, facilitated group sessions, 1:1 coaching, and peer feedback, enables participants to identify their learning edge.

And a safe learning climate encourages learners to experiment and integrate new skills and behaviours, so they leave ready to apply their learning straight away.

Grounded in over 40 years of practice the programme has evolved for the world we live in today. The Virtual Learning Programme creates additional value:

- Learning can be integrated and applied in the workplace as the programme progresses.
- Flexible length and pace allows the programme to fit organisational demands.
- Overcome geographical barriers and connect people.
- Opportunities for organisations to adapt content to simulate current challenges.

COMMERCIAL ARRANGEMENT

For delivery of the **In-House Positive Power and Influence Programme**

Virtual Learning Programme: **9 - 12 sessions**

- 10-12 participants per wave: **£1400 - £1850 + VAT per person.**
- Each session is 2 hours.
- Up to 12 participants with two facilitators.
- Price includes registration to the online Influence Hub, 360 Influence Questionnaire and all programme resources.
- Access to Alumni support, network and activities.

“ What struck me was not only the delivery of the content but also it felt like they really wanted to get to know us as individuals and what each of us really needed. ”

THE BEHAVIOURS FOR POSITIVE INFLUENCE PROGRAMME

This compact behavioural skills programme is grounded in the same concepts as the Positive Power and Influence Programme.

Behaviours for Positive Influence invites participants to diagnose their strengths and challenges as an influencer, and to use this increased self-awareness to expand their behavioural repertoire.

A mix of facilitated and non-facilitated learning means that group sessions are all about exploration and feedback.

We work with you to design practice scenarios that reflect the current challenges facing your organisation so that the learning is immediately applicable back at work.

OUTCOMES OF THE BEHAVIOURS FOR POSITIVE INFLUENCE PROGRAMME

Participants take away:

- An understanding of the principles of positive influence.
- Develop their ability to recognise different behaviours and their impact.
- Awareness of strengths and a focus on personal areas for growth.
- A process for planning an upcoming conversation.

“ I learned a lot about my behaviour and influencing style and ways that I can improve in different situations. ”

COMMERCIAL ARRANGEMENT

For delivery of the **In-House Behaviours for Positive Influence Programme**

Virtual Learning Programme: **3 sessions**

- 10-12 participants: **£550 + VAT per person.**
- Each session is 2 hours.
- Up to 12 participants with two facilitators.
- Price includes registration to the online Influence Hub and all programme resources.
- Access to Alumni support, network and activities.

With over 40 years' experience of developing people, we know the right ingredients for a challenging and stimulating learning journey, one that will result in fresh insight, new skills, and real change.

CLIMATE

We work with the group to make sure each participant has what they need to feel safe and open to sharing experiences and trying out new behaviours.

THEORY

We share the principles of positive influence so that participants build a common language and understanding.

DISCOVERY

We use a simple framework for constructive, behavioural feedback that allows participants to build awareness of their current use of influence.

EXPLORATION

Participants are immersed in each influence Style and explore how the behaviours feel and how they impact others.

PRACTICE

What's going to make the biggest difference? Participants set learning goals and tailor their journey. They use a library of exercises and activities to practise skills and ensure they take exactly what they need.

APPLICATION

Participants will learn how to apply new skills to real situations using a tried and tested planning process.

POST-PROGRAMME

We offer lifelong access to resources, coaching, and support for all alumni, including free virtual practice sessions to help keep the learning fresh and relevant.

“ I felt totally at ease and confident to input, volunteer my thoughts and opinions and not regret not saying something! ”

“ The Situational Influence Model is simple but genius and the course does an excellent job of introducing and giving you experience using the model. ”

“ The material and facilitators were excellent. The opportunity to practise and to receive feedback in the moment was brilliant. The material gave me the opportunity to self reflect and adapt and adjust my natural styles accordingly. ”

WHY US?

WE'VE BEEN AROUND A WHILE

We were founded in 1977 and we've spent the last four decades delivering behaviour changing programmes for the individuals, teams, and organisations we work with.

WE'RE LOCAL AND WE'RE GLOBAL

Our clients are global. We can call on a multi-lingual network of partners to harness local skills and know-how whenever it's needed.

WE'VE GOT A BRILLIANT TEAM

From programme design and customisation, through project management, participant assistance, facilitation and post-programme support, our team will work alongside you to deliver an outstanding experience.

WE'RE EASY TO WORK WITH

When it comes to balancing task and relationship, we're committed to practising what we preach. We are pro-active project managers who will work hard to keep things moving forward. And we want our relationships to be transformational, not transactional.

FACILITATION

We really value the diversity of experience and approach that our community of facilitators bring to the programme. They are experienced coaches, consultants and psychologists who have worked across many industries and cultures. They have extensive first hand experience of helping individuals and organisations navigate their challenges.

Passionate about the programme and our participants, their real skill lies in the ability to create safe environments, to exemplify positive influence, and to help every learner create meaningful change.

All facilitators go through a rigorous accreditation process to deliver the Positive Power and Influence programme, and all commit to continuous development.

“ *Honest, frank feedback with a smile. Passionate and able to provide examples in the moment. Brilliant.* ”

“ *Super trainers who provided challenge, insight and support and pushed all the participants including myself.* ”

HOW DO WE WORK WITH YOU?

WE KEEP IT SIMPLE

We only want to run brilliant influence skills programmes. So we'll listen to your needs and then deliver the programme you want.

WE'RE FLEXIBLE

We know what works and we want to adapt to meet your needs, whilst ensuring the integrity of the programme.

WE MAKE IT CLEAR

We'll put together the right team and set out everything that's needed for your project. From contracting, logistics, resources, communications, we'll happily take on as much as you want.

WE'RE ACCESSIBLE

We'll tell you what's happening and keep you in the loop throughout. If you've got questions or concerns we're always available. Our solutions-focussed attitude means we view every challenge as an opportunity to be creative.

“ *I've worked with the Positive Power and Influence team for a few years now. What stands out is how the team work so closely with you to truly understand your needs in order to identify the best learning solutions for your business; their approachability, communication and flexibility is outstanding and the advice around delivery of the classes is invaluable.* ”

“ *I couldn't ask for a better partnership! I have worked with the Positive Power and Influence team for the last 2 years during which we have delivered influencing programmes to over 400 colleagues. Their on-going support has been invaluable to embed the change in behaviours we are looking for.* ”

WHAT DO WE MEAN BY POSITIVE?

**WHEN YOU GET THE JOB
DONE AND MAINTAIN OR
BUILD YOUR RELATIONSHIPS
YOU HAVE POSITIVE IMPACT**

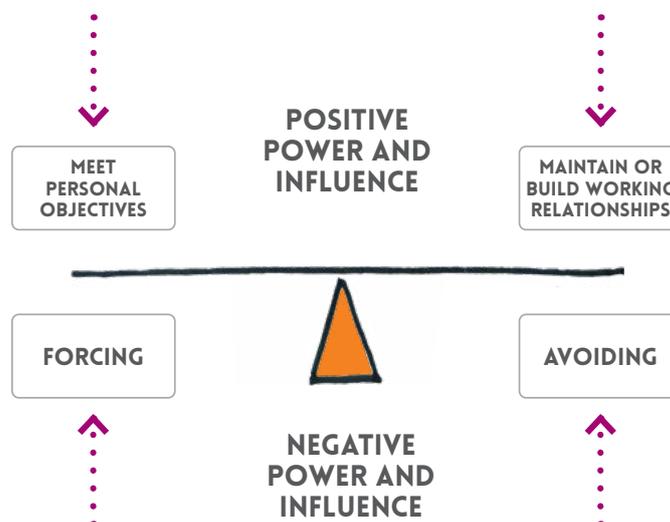
NEGATIVE INFLUENCE DAMAGES YOUR IMPACT

- If you focus too much on just getting the job done, over time people will feel steamrollered, or forced, because you're not paying attention to the relationship.
- However, if all you do is focus on the relationship, it's likely that you'll back off from meeting your objective. And then people will perceive you as avoiding.
- Negative influence is either where you're forcing by paying too much attention to the objective, or you're avoiding by paying too much attention to the relationship.

POSITIVE INFLUENCE IS ABOUT BALANCING TASK AND RELATIONSHIP

- That does not mean you always pay equal amounts of attention to the task and the relationship.
- If you're trying to achieve targets before the end of the year you might need to really focus on your objective.
- When you're working with a new project partner for the first time you will probably need to pay more attention to the relationship.
- The important thing is that you do it consciously, rather than just going with your gut.
- Positive influence is about taking an intentional view of how much energy you give to the task, and how much energy you give to the relationship.

THE INFLUENCE BALANCE BEAM



WHAT IS POWER?

$$\text{POSITIONAL POWER} + \text{PERSONAL POWER} = \text{TOTAL POWER}$$

THERE'S POSITIONAL POWER...

Your positional power might be made up of a combination of your status, your job title, your expertise and your access to resource.

AND THERE'S PERSONAL POWER.

Your personal power is an internal resource made up of the physical, mental and emotional energy that you have to complete a task, make a change, overcome a challenge.

DON'T ALWAYS RELY ON YOUR POSITIONAL POWER

Positional power can be extremely useful in getting things done. But over reliance on positional power will damage relationships and, when you need to influence somebody who has more of it than you do, you might find yourself out of your depth – literally powerless.

YOUR PERSONAL POWER IS UNLIMITED

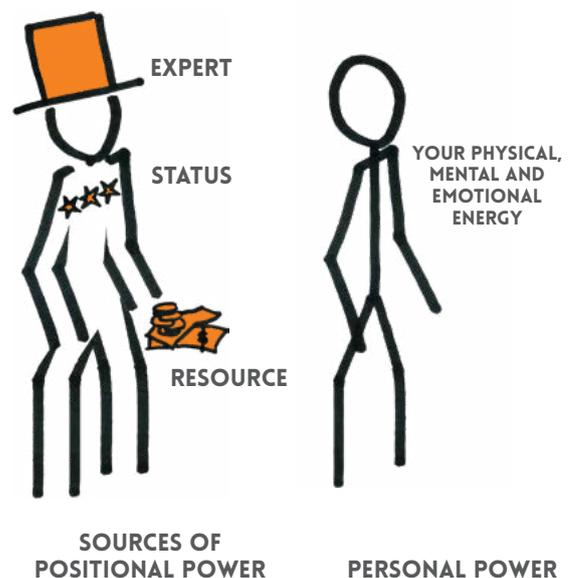
In contrast, your personal power is only constrained by the amount of energy that you can bring to bear on a situation. It can be developed and grown and used in any circumstance, irrespective of your position.

Personal power can be applied in any direction, as useful when you want to influence your manager as it is when you need to influence your team, your colleagues in another department, your supplier, your customer.

YOUR POSITIONAL POWER + YOUR PERSONAL POWER = YOUR TOTAL POWER

The total power that you can apply to a situation is a combination of your positional power and your personal power and, if you can learn to use them both positively, then you are giving yourself the best chance to be influential.

SOURCES OF POWER



WHAT IS INFLUENCE?

**INFLUENCE IS YOUR
POWER IN ACTION**

When you approach an influence situation you hold a wealth of potential energy, your power, that you can bring to bear.

When you apply that power to something that you want to achieve, it is visible in the way that you behave and can be felt by others: your power is converted to influence.

LOSING POWER... AND LOSING ENERGY

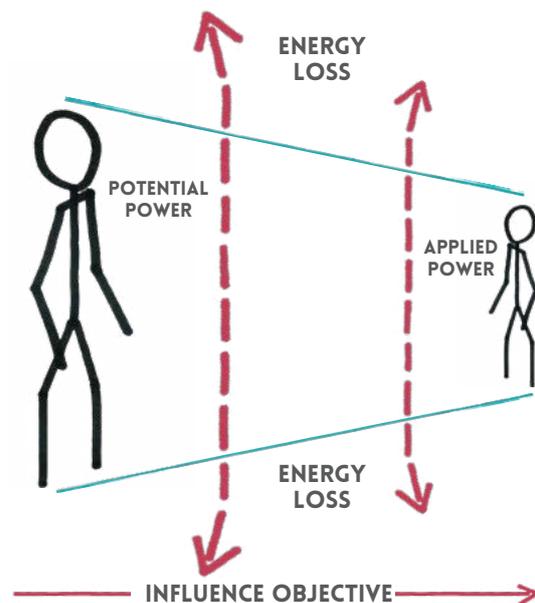
There are all sorts of factors that can diminish the amount of energy that others actually experience when you attempt to influence. Sometimes those factors are external - a last-minute agenda change or the fact that you're running late might derail some of your careful planning and cause you to lose energy.

YOU ARE GETTING IN THE WAY OF YOUR OWN ABILITY TO INFLUENCE

Internal factors - thoughts, beliefs, preconceptions, and prejudices - can have a shrinking effect on the energy that others feel from you.

Perhaps you believe that you can't be assertive with people who are senior to you, perhaps experience has led you to believe that the person you're influencing is likely to be difficult in some way, perhaps you struggle to find the patience to listen to a perspective that contradicts your own.

All of these 'inner voice' factors will have a negative impact on the energy that you can apply. You're likely to fall back on behaviours that you're comfortable with which may be inappropriate for the situation. You may fail in your objective, or damage a relationship, or both.



INFLUENCE STYLE FLEXIBILITY IS THE KEY

The answer is to master influence style flexibility. You learn a variety of different influence styles, you practise and get comfortable with the behaviours that make them effective, and you recognise which situations will be most positively impacted by which influence styles.

That way, neither external nor internal factors can derail your ability to influence.