

Influencing Without Authority

Learning Path

Discover

Develop

Deploy



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Discover

Develop

Deploy

3d Learning Philosophy

We recognize that quality learning is most often the outcome of a well-designed process, not chance.

We have created a simple, but powerful, three-phase process for our Learning Path solutions that we call the 3ds: Discover-Develop-Deploy.

All phases of the process are important, but we place emphasis on Deploy. We are not in the business of providing learning for its own sake. The only desired outcome is change in the learner (mindsets, skills, knowledge, behaviours) leading to measurable performance improvement and business results.

Influencing Without Authority

Learning Path Benefits

Multi-dimensional, matrixed organizations require their people to be skilled at influencing those over which they have no direct authority. Being able to identify and leverage sources of personal influence is integral to achieving effective decision making and efficient implementation in a borderless workplace.

Benefits for participants

By completing the Influencing Without Authority Learning Path, participants will be able to:

- Distinguish between power and personal influence
- Identify their available sources of influence
- Recognise their current style of influencing and examine its strengths and weaknesses in the borderless workplace
- Use influence to create cooperation
- Develop specific influencing skills to build trust and deepen collaboration
- Build a network of reciprocal relationships
- Use influencing skills to engender support from stakeholders
- Deal with conflict constructively and strengthen accountability
- Communicate to maintain performance, commitment and motivation

Audience

The **Influencing Without Authority Learning Path** is aimed at individuals who want to empower themselves, their teams and their organizations through enhanced influencing skills.



Influencing Without Authority

Learning Path Overview

Discover

1



Issues Forum

2

Defining
influence
podcast

3



Top tips

Develop

4

IWA
Workshop

5



Action plan

Deploy

6



Job aids

7



Video gym



The Influencing Without Authority learning path can be tailored to your specific requirements.

Discover

Discover the essential skills

Pre-workshop learning consists of:

- an issues forum that provides participants with an opportunity to discuss key issues affecting them when influencing without authority.
- a discussion podcast that defines influence and explores its importance in the borderless workplace.
- top tips covering:
 - ✓ Using influence to get things done
 - ✓ Developing trust in your team
 - ✓ Influencing across cultures
 - ✓ Building your personal power

Develop

Develop your skills

Influencing Without Authority Workshop **Face-to-Face | Virtual | Asynchronous**

Experienced facilitators help participants' identify personal sources of influence, examine their potential impact and develop influencing strategies to generate best results.

Using thought provoking activities and facilitated discussion, participants acquire skills and develop action plans to improve their capabilities to influence without authority.

Workshop roadmap:

- The importance of influence in today's borderless workplace
- Identifying available sources of influence
- Trust - the foundations for influence
- Stages in developing influence
- Networks - expanding your sphere of influence
- Action plan



Deploy

Deploy your skills

Learning is sustained post-workshop through continuous access to a range of practical tools and learning resources.

Job Aids:

- Influencing across borders
- Assessing a relationship
- Sources of power and influence

Video Gym:

- Influencing across borders
- Relationship management - five behaviours
- Treating people the way they want to be treated

Faculty

With over **200 consultants**, TMA World offers global delivery capability blended with the flexibility and sensitivity to adapt training delivery to meet local needs and expectations.

Each year we deliver over **3,000 learning solutions** across **50 countries** in **14 languages**.



Learning Path Delivery and Integration

Options:

- to your LMS via AICC
- from your LMS via single sign-on
- via our Continuous Learning Platform



TMA World

We help people work more effectively in today's borderless workplace.

TMA World understands the challenges of managing change in a global and virtual world.

We know the skill sets your people need to make the most of the opportunities.

And we have the consultants, learning resources and the technology to develop your talent: across teams, across cultures, across the world.

**Contact
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