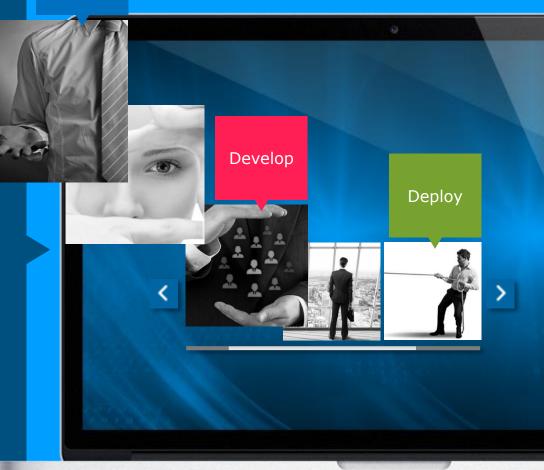
Discover

Influencing
Without Authority
Learning Path







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Influencing
Without Authority
Learning Path

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## 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**

### **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



## **Deploy** your skills **Deploy 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**.



#### Options:

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



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### **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.

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