



Priority Learning
inspiring tomorrow's performance...

Leading Through Influence Series

The *Leading Through Influence Series* is intended for established leaders and focuses on the key skills and essential behaviors to be as influential as possible. Consisting of seven full-days over five months, this series features learning modules on how to motivate, encourage, and empower your staff. Participants select an assignment between sessions.

Sessions 1 & 2: Change Through Influence & Explore the Power of your People

- ◆ Experience the biology of change and assess scenarios to improve awareness
- ◆ Design an environmental scanning process
- ◆ Use Force Field Analysis to enhance the change process.
- ◆ Build a change statement and design a strategy for change
- ◆ Learn how to give your team permission to succeed and practice strategies of approach that resonate
- ◆ Use your influence to create a dynamic workplace environment and promote empowered employees
- ◆ Create internal and external networking strategies

Sessions 3 & 4: Decide on the Best People & Develop Direct Managers

- ◆ Determine organizational strengths and challenges within the Employee Life Cycle and design strategies for internal and external hiring
- ◆ Make character selections based on need and build an interview guide, process, and matrix
- ◆ Grow continuous vitality for all workers and integrate the elements into a work-life strategy
- ◆ Examine what gets broken in emerging leaders and build critical conversation for growth
- ◆ Learn to ask the right questions, omit lazy language, and create activity plans for development
- ◆ Explore goal-setting and discuss the balance of business and personal life

Sessions 5 & 6: Influence Through Coaching & Build a Compelling Vision

- ◆ Redefine coaching for the influence manager and set the standards for coaching through storytelling
- ◆ Examine choices in coaching that will help define coaching aptitude
- ◆ Observe demonstrations of applied coaching and practice passive, active, and reflective listening
- ◆ Explore The Leadership Challenge by Jim Kouzes and Barry Posner
- ◆ Determine visioning and how it plays in the life of an influence leader
- ◆ Examine ways to utilize a participative approach when creating a vision statement
- ◆ Use public relations and structure to ensure the success of your vision and make it a workplace reality
- ◆ Use the two most important employee motivators - appreciation and participation, for the best outcomes
- ◆ Share your learning through a professional presentation

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