

## **Influencing Across the Organisation**

### **Course Description**

A 2-day intensive, interactive, reflective course that helps participants plan a tailored, systematic approach for gaining support, resources, and collaboration from individuals in matrix organizations where you have no formal influence. This course focuses on case studies, hands-on exercises, self-awareness and teamwork. It is suited to all staff members.

### **Content Outline**

- Organisational Behaviour
- Political Acumen
- Building Relationships
- Gaining Influence
- Planning and Implementing your Approach

### **Topics covered**

- Organizational white space
- Organizational politics
- Gathering intelligence
- Forming alliances
- Acquiring influence
- Reciprocity
- Negotiation
- Persuasion
- Active listening
- Conflict management
- "Virtual" relationships
- Cross-cultural relationships

### **At the end of the course, you will be able to:**

- Plan a tailored, systematic approach for gaining support, resources, and collaboration from individuals in matrix organizations where you have no formal influence.
- Use basic tools and techniques for building relationships and gaining influence across organizational boundaries.
- Address typical cross-boundary challenges, such as managing conflict, bridging cross-cultural differences, and working in geographically dispersed or "virtual" relationships.
- Manage your progress in working across organizational boundaries including coping with resistance that threatens accomplishment of your objectives.

### **Methods**

The course is interactive, fun, and interesting. We keep the participants actively involved throughout these intensive 2 days, using a little theory, and then immediately practicing in a safe, comfortable environment. Participants walk out with real skills that they can start to apply immediately.