



innovative
PATHWAYS

Influencing with Impact

Your Influence Matters

Whether you are leading or participating in a team or collaborating on a project, chances are you need to get your opinions and ideas recognized by the people around you to be successful. Influence is the ability to impact the ideas, opinions and actions of others—and it has become the number one required skill for a new generation of professionals around the world. That is because today's workplace involves unprecedented levels of change and complexity. Leaders are expected to manage and collaborate in complex environments, with diverse and often dispersed teams. People at all levels of an organization have to span boundaries where differences in culture, gender, age, geography and hierarchy create unique challenges and opportunities.

Increase Impact, Communication & Collaboration

With the continued focus on collaboration, organizations are getting work done through teams and matrix structures and it is becoming less and less clear who is in charge or responsible for what. In addition, organizations increasingly expanding globally. To do that successfully, organizations need professionals who can get things done in a global context and navigate the complicated transition that comes with leading effectively on an international stage. This often includes a loss of direct authority, an increase in stakeholder's responsibilities and a new need for intercultural skills that involve collaboration. These growing, global complexities make it essential for professionals to know how to influence the people they work with, near and far.

Leverage Your Signature Influence Style



The **Influence Style Indicator® (ISI)** – Develops leaders on how to effectively and positively use their influence skills when communicating. The ISI is a research based approach that identifies an individual's signature influencing style, explores five identified styles and helps participants recognize these styles in themselves and others to maximize their communication and collaboration impact.

This workshop is an interactive, experience based session involving the ISI Index, group discussions, examining global research, case studies & practical tools. It can be done as a part of a regular or offsite meeting, or as a ½ day or full day workshop.

Author & Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand's product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble Matrix tool with TKB Hanna & Associates and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

You will leave this workshop better equipped to influence in your day to day situations and to gain more recognition for your ideas and opinions.

You will learn:

- skills for leveraging your unique influencing style
- strategies to flex your influencing style to address a variety of work place situations
- tactics to broaden your influencing approach using a range of styles

Content areas:

- Discover through research, why influencing is an important skill in today's global workplace
- Learn about the five unique influencing styles and your signature influencing style
- Understand when your influencing style is best used to communicate effectively
- Be able to identify others' preferred styles of influencing when communicating and collaborating
- Improve your ability to collaborate and build relationships with others using a variety of influencing styles

Logistics

- Customizable as a one day or ½ day or 2 hour session
- Available for small teams and large group sizes (range is 12 – 180 participants)

Curious? You can read more at HBR Online Publications with co-authors Tammie Plouffe & Chris Musselwhite

