



INFLUENCE WITHOUT AUTHORITY

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OUTLINE

- Experiences with influence, authority, titles, and power (10 min)
- Six tools that facilitate influence (10 min)
- Group work: How could you implement tools to increase influence? (20 min)
- Debrief (10 min)
- Summary (10 min)

INFLUENCE WITHOUT AUTHORITY

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- Have you ever discovered you have more than you thought?
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- **Power comes from relationships and expertise more than titles**

SIX TOOLS FOR INFLUENCE WITHOUT AUTHORITY

1. Everyone is a potential ally; listen and build relationships up, across, and down
2. Show up
3. Come prepared with info and a plan; follow up and be accountable
4. Speak from the heart; use stories
5. Sponsors have the ability to give opportunity, credibility, and authority
6. Be patient and persistent

Matsudaira & Stull: <http://bit.ly/2CNdmHp>; Johnson: <http://bit.ly/2COnJdY>;
Miller: <http://bit.ly/2COyYDj>

- Think about an area where you want to have influence. How could you use one or more of these tools to be successful?
- Discuss in pairs (10 min)
- Discuss at table (10 min)
- Debrief (15 min)

SUMMARY

- Influence is more powerful than authority
- The title is a byproduct, not the goal
- No matter your title, your ability to get things done / implement change depends on influence more than authority