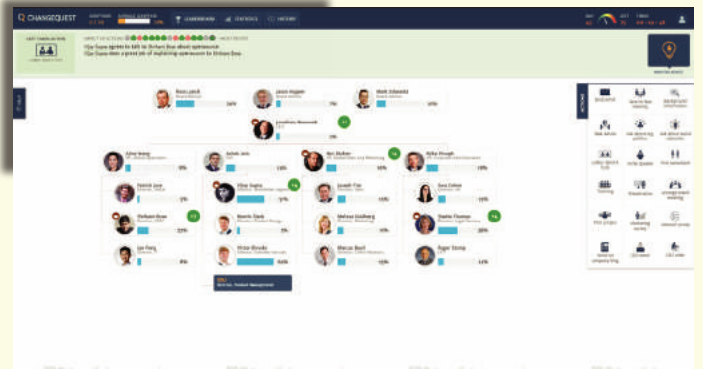# Influencing Skills for Leading Without Authority

This course helps participants become confident leaders who are proactive and self-reliant in driving change that organizations need to stay ahead of the competition. Through activities, videos, frameworks and other tools, participants learn how to read, understand and win over stakeholders towards their initiatives.

Modern organization needs

In this day and age of flatter organizations, leaders have to unlearn their dependence on authority that stems from their position. To enroll others towards a common purpose, leaders must be able to earn the buy-in of their stakeholders instead of demanding it.

Key Takeaways

- Understand the importance and complexity of leading without authority
- Employ influence as an effective way of leading without authority
- Leverage various tools and dynamics for influencing others
- Apply learning and analyze actions in a simulated environment

Course Outline

- Need for being able to lead without authority
- Bases of power and leveraging them
- Principles of influencing and challenges involved therein
- AIDA model and IDC framework to understand stakeholders and interact accordingly
- Simulation Play and Debrief session

Competencies Covered

- Influencing
- Leading Without Authority
- Networking
- Dealing with Ambiguity

Learning Format

ILT (WORKSHOP)

VILT (WEB BASED)

SELF-PACED COURSE

⚡ CHANGEQUEST *Simulation*

This simulation helps participants bridge the gap between the theory and practice of influencing others. Participants must face and work around a range of challenges that include lack of formal authority, resistance to change and interpersonal dynamics between stakeholders within the virtual organization.

Who should attend?

- Individual Contributors
- First Time Managers
- First Time Leaders
- Middle Managers

KNOLSKAPE

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