

## USING THE POWER OF INFORMAL INFLUENCE

Where individuals once depended on leadership hierarchies for setting goals and driving outcomes, success today often hinges on the influence exerted by individual contributors or peer networks with no formal authority. **Influencing Without Authority** is a unique three-day workshop designed to give everyone – team members, project leaders, managers, and executives – a process for assessing, acquiring and using power wisely. Attendees will learn how to develop ‘invisible lines of trust’ that build loyalty, encourage cooperation, make teams and other peer networks more effective, and drive success for both individuals and organizations.

### AN ACTION-ORIENTED MODEL FOR ACHIEVING RESULTS

**Influencing Without Authority** is targeted to the many individuals who are expected to lead within a team or matrix environment where formal authority is not provided by traditional relationships. Join facilitator Frank Wagner in discovering the impact three interconnected principles have on successfully influencing others.

**AIM WITH AWARENESS:**

*Be clear about your desired effect, aim, or result; know the forces at play that will impact the outcome.*

**ALIGNING WITH AUTHENTICITY:**

*Gain alignment by establishing your credibility, helping others, and building relationships in a positive fashion.*

**ACTING WITH ACCURACY:**

*Perform by taking efficient and effective actions that provide clear value in a way that earns trust.*

The skills addressed in this workshop all relate to the bases of power a person is given by others. Effective influencers are aware of, and use wisely, the power they possess. Influence does not take place in a vacuum. The power you possess is the reason others are willing to follow your lead. Participants will use an action-oriented model to:

- Understand the dynamics that affect credibility and trust within the team.
- Avoid the actions that can undermine teamwork and trust.
- Develop the necessary influence potential to make a meaningful contribution to the results.
- Implement methods to add value to the wider team.

### STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

**Frank Wagner, Ph.D.**, is a co-founder of Prism, Ltd., and a Director with GEO Strategic Services Inc., an organization focused on helping organizations with strategic action in FastTime. A specialist in leadership behavior, Frank focuses on commitment, teamwork, influence across organizational boundaries, coaching, and faster strategic planning and execution. His training designs use a specific leadership model supported by exercises and tools to apply the concepts learned.

As a behavioral coach, Frank brings a broad base of experience working with individuals from mid-level management through C-level positions. He is a partner in The Marshall Goldsmith Group and co-founder of *Stakeholder-*

*Centered Coaching* with Chris Coffey and Marshall Goldsmith. His clients include Apple Computer, Cisco, General Foods, Hawaiian Airlines, Intel, KPMG, Lawrence Livermore & Sandia National Laboratories, Microsoft, Trinity Rail, Toyota Financial, and Wells Fargo Bank.



Frank's publications include *The Power of Total Commitment*, *The Coaches Playbook*, and *The Leader's Guide to Encouraging Development*. He has a Ph.D. and MBA from The Anderson School of Management, UCLA, where he also served as a Post-doctoral Scholar. He holds a BA in Economics from Santa Clara University.

### SCHEDULE AND PRICING

TIME & LOCATION	PORTLAND SESSIONS	PARTICIPANT PRICING
8:30AM - 4PM — Lunch provided 5300 Meadows Road First Floor Oaks Room Lake Oswego, OR 97035	Winter Session: March 5, 12 & 19, 2012 Summer Session: July 20, 27 & Aug. 3, 2012 Fall Session: Nov. 5, 12 & 19, 2012	6 or more \$1,340 3 to 5 \$1,435 1 to 2 \$1,595

Session dates, times and facilitators may change without prior notice.

