

Influence comes from who you are, not what you are

## Positive Power & Influence®

Positive Power & Influence (PPI), our flagship programme, focuses on increasing awareness of your impact on others and influencing using personal, rather than hierarchical power. PPI is perfect for anyone with considerable responsibility, but not necessarily formal authority – including IT consultants, line managers, project managers, HR specialists and management consultants.

The acclaimed programme (based on empirical research by Situation Management Systems Inc) has been running for over 25 years, with more than 100,000 people attending worldwide. It is also constantly evolving and is now more relevant than ever, as modern organisational structures flatten and become more ambiguous.

Recent PPI delegates have described the programme as “challenging”, “thought provoking”, “unbelievably helpful” and “life changing”.

Over five days, you’ll explore a range of styles and behaviours used by effective influencers. You’ll discover which styles work for you (and which don’t) both as a giver and as a receiver, while learning how to give constructive feedback, helping you and others to develop.

You can then consolidate your learning and build skills further on a one-day follow-up PPI Reconnection Event.

### Here’s what you’ll take away:

- The ability to build and maintain powerful relationships at work
- The confidence to stand your ground to positive effect, even when things get heated
- Consolidated learning that won’t ebb away after the event
- A checklist for assessing the most appropriate approach to different circumstances
- An action plan to develop your skills once you’re back at work

# Positive Power and Influence® programme outline

## Pre-course work

Pre-programme Assignment: Before your programme, you'll collect feedback from yourself and others on key aspects of your influencing style.

### Day 1 Self Assessment

- Overview of the course programme
- Two diagnostic exercises using a video
- Introduction to the influence style model
- Analysis of your pre-programme feedback

### Day 2 Exploring the model

- Understanding current influencing styles
- Exploring the full range of styles and behaviours
- Coaching on effective delivery of each style
- Review of learning
- Identifying personal blocks to particular influence styles

### Day 3 Self-directed learning

- Setting personal learning goals around the various skills and styles
- Taking part in self-selected exercises and activities to focus on learning goals
- Review of learning
- Selecting appropriate styles for particular situations

### Day 4 Self-directed learning & planning for application

- Continue working on learning goals and develop flexibility between different influencing styles
- Review of learning and individual reflection
- Planning for an important influencing situation at work

### Day 5 Applying skills beyond the programme

- Discussion of own strategy for a critical influence situation
- Rehearsing your strategy and skills in these situations
- Guidelines for application of learning in the workplace and continued development on your impact on others

**Evening work.** The formal working day ends in the early evening. However, you'll be asked to complete some data analysis on the first evening, and individual reflection will be required on other evenings.

**After the programme.** Previous delegates have told us that reviewing their skills after a period of time is of real benefit. At the end of the programme, you can discuss with your facilitator the best next step for you. For many, this would include attending the one day PPI Reconnection event.

This programme is run by arrangement with Chartwell Learning & Development Ltd, UK and Ireland Licensees for Situation Management Systems Inc., who are publishers of the PPI programme. Sheppard Moscow is authorised to license other trainers and facilitators to run this programme.

## Positive Power and Influence® programme dates & fees

### Dates

#### 2009

11 – 15 May 2009	South East England
8 – 12 June 2009	Northern England
6 – 10 July 2009	South East England
10 – 14 August 2009	South East England
28 Sept – 2 October 2009	Northern England
12 – 16 October 2009	South East England
16 – 20 November 2009	South East England
23 – 27 November 2009	Ireland

#### 2010

25 – 29 January 2010	South East England
1 – 5 March 2010	Scotland
26 – 30 April 2010	South East England

Please visit our website for details of venues.

### Programme fees

£3,175 or €3,500 (excluding VAT)

Participants attending programmes in Ireland will not be charged VAT.

Programme fees include the daily delegate rate but exclude overnight accommodation and evening meals.