

STEP UP TO SUCCESS PROGRAM

Building your influence at work

Background

Organisations operate in an increasingly VUCA (volatile, uncertain, complex and ambiguous) environment. To succeed, you need to be able to navigate through this changing environment and deliver sustained organisational benefits. Doing this takes more than just technical skills. It requires a range of behavioural skills that ensure you are ready and able to influence outcomes.

Consequently, your professional toolkit must extend beyond traditional technical and management requirements to include an understanding of how to navigate this complexity and best influence. This will ensure you most effectively engage and collaborate with colleagues, team members and stakeholders.

Leaders of today, and tomorrow, need to be able to step up to this challenge by:

- **Understanding self** – your mindset, decision bias and the behaviour that can be holding you back
- **Understanding others** – their mindset so you can adapt your approach and style to influence outcomes
- **Understanding the system** – know the context and dynamics so you can best position ideas, communicate successfully, negotiate outcomes and secure results

Do you find:

- You spend time justifying your role and the value you offer
- It hard to build collaborative networks, and so your ideas and messages are sidelined or go unheard
- Negotiating outcomes and securing agreement with senior stakeholders challenging

If so, then this program is for you.

Aim

To elevate your ability to influence and secure sustained progress in your organisation by being equipped with the behavioural and influencing skills to best challenge, inspire and engage with colleagues, stakeholders and team members.

Learning Outcomes

Key learning outcomes include:

- Learn an approach to influence that increases your capability to deliver results
- Understand how a person's mindset and the organisational system drives behavior, impacts decision making and affects your ability to influence stakeholder interactions and outcomes
- Develop a personal approach to enhancing your effectiveness in building collaborative networks and constructively challenging executives and sponsors to secure better outcomes
- Tailor your decision making processes to enhance your capability to secure agreement across diverse stakeholder groups
- Be equipped with new tools and skills to more effectively work in complex and ambiguous environments and to thrive through changing circumstances
- Increase your confidence in applying these skills and techniques in different situations

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Learning Approach

Participants receive:

- One day of training – packed with activities, case studies, latest ideas and research, and practical tools that can be applied at work
- Copy of: *“Step Up – How to build your influence at work”*
- Workbook capturing key ideas, insights and learnings for future reference
- Reading list and resources for further learning
- Access to ongoing material and learning ideas post the session

Target Audience

The program is suited for people who want to be able to secure more progress, and may be aspiring to take on higher leadership roles.

Course Dates

The course runs in both Melbourne and Sydney. For course dates contact: info@changemeridian.com.au.

The Facilitator

The program is led by Michelle Gibbings, a qualified facilitator and trainer. She is known for making the complex, simple. She helps people to think more deliberately, act with greater purpose and deliver more value by understanding the art and science of human behaviour. With more than 20 years' experience as a corporate executive she understands first hand the challenges that leaders face in influencing outcomes and getting progress secured.

She knows how to apply techniques in different personal and organisational contexts having worked in the private, public and not for profit sectors. Her expertise is backed up by tertiary, post-graduate and professional qualifications. She is focused on sharing practical ideas, blended with the latest thinking to help people optimise outcomes.

FOR FURTHER INFORMATION:

If you'd like to discuss this Program or other mechanisms to better manage complexity and secure sustained progress during times of change contact:

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