

# LEADING WITH INFLUENCE PROGRAM

- INSPIRE
- GROW PEOPLE
- ENACT CHANGE
- MAKE A DIFFERENCE



The skills, attitudes and behaviours of great leaders have been discussed and analysed since the golden age of Greek Philosophy. A browse of any bookshop or the internet will reveal thousands of documents all pertaining to have found the secret to great leadership. Many of these are timeless classics with ideas and information that are just as pertinent today as they were in the past! And many are simply the latest management fad.

The **Leading with Influence** program is not a panacea to all leadership shortcomings. It has a sole focus; Influence. What constitutes it, how to do it better, what underpins the skill and how to gain it and to grow it! If you are charged with any of the following, then this program is for you.

“Think twice before you speak, because your words and influence will plant the seed of either success or failure in the mind of another!”

*Napoleon Hill*

- Creating cultural change
- Communicating ethical behaviour
- Resolving conflict with stakeholders
- Negotiating workplace agreements
- Managing complex business issues
- Closing difficult sales
- Changing unsafe behaviours
- Implementing new policies
- Becoming an employer of choice
- Influencing company personnel
- Leading teams to greater performance
- Increasing employee engagement
- Growing company productivity
- Critical thinking and strategic directions

The skill of successfully influencing others is a learned behaviour. Quality personal interactions are the result of the way we think about a situation. Our thinking patterns become our attitudes and our attitudes decide our behaviours. Our behaviours are the direct determinants of the level of business and personal success we enjoy in life.

The **Leading with Influence** program is designed to help us understand our positive and negative thinking patterns, our communication style and the affect these all have on the way we interact with others. The program helps us to shift the way we habitually communicate and demonstrates new and positive ways of influencing others. Participation in this course can significantly improve the way we relate to others, in particular - staff, peers, customers, suppliers, external groups and family.

Increasingly, Emotional Intelligence (EQ) is seen as a key personal trait and an important leadership asset. This program introduces participants to the essential skills involved in developing higher levels of Emotional Intelligence. Positive Self Awareness and balanced Situational Awareness are two of the major contributors to high individual Emotional Intelligence and are covered in detail.

The program provides an insight into our current levels of EQ and each participant's strengths and weaknesses in relation to using and developing higher levels of EQ to improve their **Leading with Influence** capabilities.

Fair Mindedness is a key contributor to effective influence; weak versus strong critical thinking and the traits of disciplined minds are studied in this program. Becoming a Fair Minded thinker and a critic of your own thinking is a goal of this course.

Every module has a strong focus on understanding self and the way we affect others. Filled with practical examples and opportunities to practise new skills, the **Leading with Influence** program has the capacity to significantly affect the way we see our world and most importantly - how we act in our world!



**SOUTHERNSTAR  
LEARNING**

david@southernstarlearning.com.au

**MAKING A DIFFERENCE IN OUR WORLD  
ONE PERSON AT A TIME**

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# LEADING WITH INFLUENCE MODULES

- OPEN COMMUNICATION
- DEVELOP INCLUSIVITY
- CREATE POSITIVITY
- ETHICAL ACTIONS
- GOAL ACHIEVEMENT



## WORKSHOP ONE - *SUCCESSFUL INFLUENCE: THE CHALLENGE!*

- Developing SUCCESS habits: how to create a structured approach to personal change
- Personal Communication Styles Inventory
- Learning about your Personal Communication Style: The Rule of the Centre
- Attitudes and Behaviours that affect the way we communicate and the assumptions we make

## WORKSHOP TWO - *UNDERSTANDING ORGANISATIONAL CULTURES*

- The sixteen communication styles and their interrelatedness to conflict and agreement
- How my Style supports or conflicts with individual and group cultures
- Diagnosing the culture of my organisation
- How to work towards balancing the culture within my operating environment

## WORKSHOP THREE - *INFLUENCING BEHAVIOUR IN BUSINESS UNITS*

- Leading behavioural change in the workplace
- The change journey: developing, leading and maintaining momentum
- Understanding people: the instillation of the “right” attitude for my business
- The need to communicate regularly and effectively in a change process

## WORKSHOP FOUR - *SELF AWARENESS AS THE FOUNDATION OF LEADERSHIP*

- The relationship between Self Awareness, Conflict and Influence
- Becoming a Self Aware person: Relationship versus Task Orientation
- Mental Models define our world: the parallel universes in our minds
- How our Models are shaped and the consequences of unchallenged Mental Models

## WORKSHOP FIVE - *SITUATIONAL AWARENESS: READING MY ENVIRONMENT*

- Situational Awareness in action: reading the context of a situation
- Understanding how to act in the context: Proxemic, Behavioural and Semantic environments
- Navigating Cultures and Sub Cultures
- Building the skills of Situational Awareness

## WORKSHOP SIX - *CRITICAL THINKING - BECOME A CRITIC OF YOUR THOUGHTS*

- Good thinking is as easy as bad thinking
- Becoming a Fair Minded thinker: weak versus strong critical thinking
- Recognising your mind's three distinctive functions
- The four stages of development: what level of thinker are you?

## WORKSHOP SEVEN - *THE VALUE OF EMOTIONAL INTELLIGENCE*

- What is Emotional Intelligence: Leadership and EQ
- How to develop the four key components of Emotional Intelligence
- The Emotionally Intelligent workplace and organisational effectiveness
- Leadership Styles and their affect on work performance

## WORKSHOP EIGHT - *YOUR FUTURE: LEADING WITH A DIFFERENCE*

- What is Effective Personal Leadership?
- Values based leading: vision and direction
- Transactional and Transformational Leadership
- Sir Earnest Shackleton's challenge: Safe Return Doubtful



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● PRACTICAL  
WORK TOOLS

● REAL WORLD  
EXAMPLES

● INTERACTIVE  
LEARNING

● TECHNIQUES  
PRACTISED

● MEANINGFUL  
PROGRAM  
GOALS  
ACHIEVED

“ First learn the  
meaning  
of what you say,  
and  
then speak! ”  
*Epicetetus - 55AD*



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david @ southernstarlearning.com.au