

***POSITIVE POWER AND INFLUENCE*[®] Program**

1-Day Schedule

Time *Session/Instructional Method*

Pre-Workshop Assignment

Participants read an introduction to the Situational Influence Model and using the Influence Style Inventory they assess their use of influence styles for both a productive and a non-productive relationship. They identify a “Critical Influence Situation.” They will have an opportunity to analyze, plan for, and practice different ways of dealing with their Critical Influence Situation during the workshop.

ISI Questionnaire: Self-Assessment Data Collection and Short Reading Assignment

Day One

8:30 Workshop Introduction

We clarify Workshop objectives, define positive power and influence, and explain Workshop activities and procedures. Participants introduce themselves and share their Critical Influence Situations.

Lecture and Discussion

9:30 Situational Influence Model: Influence Energy and Styles and ISI Profile Analysis

Participants explore the Situational Influence Model, learn the behaviors associated with each Style, and clarify their understanding of each Style as it is used in organizational settings. With their knowledge of the Situational Influence Model, participants interpret the data they compiled for the Influence Style Inventory (ISI) in the Pre-Workshop Assignment.

Lecture and Discussion, Individual Analysis

10:30 Break

10:45 Style Flexibility Practice

Based on their ISI data, participants engage in intensive behavioral exercises to explore their ability to use either the Styles of Persuading or Asserting

ISI Profile Data, Individual Preparation, Fishbowl Demonstrations, Small Group Roleplays, Peer-to-Peer Feedback

12:00 Lunch

12:45 Style Flexibility Practice (continued)

Based on their ISI data, participants engage in intensive behavioral exercises to explore their ability to use the Styles of Bridging or Attracting.

ISI Profile Data, Individual Preparation, Fishbowl Demonstrations, Small Group Roleplays, Peer-to-Peer Feedback

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2:00	Style Flexibility Participants learn how to manage tension in influence situations through the use of a technique called Disengaging. <i>Lecturette and Discussion</i>
2:15	Situational Influence Model Debrief Instructor reviews and participants ask outstanding questions. <i>Q&A Discussion</i>
2:30	Five-Step Planning Process and Planning for Critical Influence Situation (CIS) Participants learn a five-step process for diagnosing and planning for any influence situation. Participants complete an application plan for their own real-life CIS. <i>Lecture and Discussion, Individual Preparation</i>
3:15	Break
3:30	Critical Influence Situation Consulting and Rehearsals Participants rehearse their CIS in small groups. A partner plays the actual target, and one or two others coach the influencer. The rehearsal is recorded for personal review after the Workshop. <i>Small Group Roleplays, Peer-to-Peer Feedback</i>
4:45	Workshop Review/End of Workshop