

***POSITIVE POWER AND INFLUENCE*[®] Program** **2-Day Schedule**

Time *Session/Instructional Method*

Pre-Workshop Assignment

Participants read an introduction to the Situational Influence Model and collect data from themselves and work associates on their use of various Influence Styles in different work situations. They identify two potential “Critical Influence Situations” and document their efforts in those situations. During the Workshop, they will have an opportunity to analyze, plan, and practice different ways of dealing with one of those situations.

Questionnaires: Data Collection and Preliminary Analysis, Short Reading Assignment

Day One

8:00 Workshop Introduction

We clarify Workshop objectives, define positive power and influence, and explain Workshop activities and procedures. Participants introduce themselves and share learning goals.

Lecture and Discussion

9:00 Self-Assessment Exercise

Participants engage in a small group self-assessment exercise, recorded for later review, that provides them with an opportunity to use their current influence skills.

Individual Preparation, Small Group Discussions, Large Group Debrief

9:45 Break

9:55 Self-Assessment Exercise Review

10:05 Giving and Receiving Constructive Feedback

Participants learn a process for giving and receiving feedback, then provide feedback to each other on their performance in the previous Self-Assessment exercise.

Lecture and Discussion, Individual Preparation, Peer-to-Peer Feedback

10:25 Situational Influence Model: Influence Energy and Styles

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.

Lecture and Discussion

11:30 Lunch

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12:15 Assessing Influence Styles

Participants practice a method of recognizing (“coding”) Influence Styles, in order to record influence behaviors for later feedback.

Audiotape Demonstration and Fishbowl Exercise

12:30 Tape Review Process

Participants code their use of the Influence Styles from the recording of their Self-Assessment exercise and give each other feedback on Style use.

Tape Analysis, Peer-to-Peer Feedback

1:30 Break

1:40 ISQ Profile Analysis

With their knowledge of the Situational Influence Model, participants begin the process of interpreting the responses they received from their associates on the Influence Style Questionnaire (ISQ) in the Pre-Workshop Assignment. In the Day One evening assignment, participants explore the ISQ messages beyond the level of the Profiles, in order to identify Styles or situations where they might become more effective influencers.

Lecture and Discussion, Individual Analysis

2:15 Style Flexibility Practice

Participant engage in intensive behavioral exercises to explore their ability to use the Styles of Persuading and Asserting

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

4:30 End of Day One

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Day Two

8:00 **Day 1 Review**

8:05 **Style Flexibility Practice (continued)**

Participants engage in intensive behavioral exercises to explore their ability to use the Styles of Bridging and Attracting. They also learn how to manage tension in influence situations through the use of a technique called Disengaging.

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

9:20 **Break**

9:30 **ISQ Worksheet Analysis**

Participants document their interpretations of the “messages” obtained from the ISQ Worksheet analysis of the previous evening. They consult with other group members on their interpretation.

Lecture and Discussion, Individual Analysis, Peer-to-Peer Consultation

10:00 **Skill Practice: Updating**

Participants clarify, adjust, or confirm a primary learning goal to be targeted for the next phase of the Workshop.

Individual Preparation

10:30 **Skill Practice Exercises**

Participants select and engage in activities that allow them to practice the Styles they have targeted for improvement. They choose activities from among a wide variety of role-plays, practices, and other exercises. Most activities are recorded for later review and feedback.

Roleplays, Skill Drills and Practice Activities; Tape Analysis, Peer-to-Peer Feedback

12:30 **Lunch**

1:15 **Five-Step Planning Process**

Participants learn a five-step process for diagnosing and planning for any influence situation. They practice the process by applying it to a case study.

Lecture and Discussion, Individual Analysis

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1:45 **Planning for Critical Influence Situation (CIS)**

Participants complete an application plan for their own real-life CIS, then consult with each other on their planning.

Individual Preparation, Peer-to-Peer Consultation

2:45 **Break**

2:55 **Critical Influence Situation 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.

Small Group Roleplays, Peer-to-Peer Feedback

4:20 **Workshop Review/End of Workshop**