

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

3-Day Schedule

Time *Session/Instructional Method*

Pre-Program Assignment

Participants 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 Program, they will have an opportunity to analyze, plan, and practice different ways of dealing with one of those situations.

Day One

8:30 Program Introduction

We clarify Program objectives, define positive power and influence, and explain Program activities and procedures.

Lecture and Discussion

9:30 Self-Assessment: Consensus Decision-Making Exercise

Participants engage in a simulation, video-taped for later review that provides them with an opportunity to use their current influence skill.

Individual Preparation, Small Group Role-plays, Large Group Debrief

10:15 Break

10:30 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

11:00 Influence Energy, Styles, and Behaviors

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.

Video Demonstration, Live Demonstration, Fishbowl Exercises, Lecture and Discussion

12:00 Lunch

1:00 Assessing Influence Styles

Participants practice a method of identifying (“coding”) Influence Styles.

Audiotape Demonstration and Fishbowl Exercise

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1:30	Tape Review: Self-Assessment Exercise Participants code their use of the Influence Styles from the video of their Self-Assessment exercise and give each other feedback on Style use. <i>Videotape Analysis, Peer-to-Peer Feedback</i>
2:35	Break
2:50	ISQ Profile Analysis With their new 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-Program Assignment. In the evening assignment, participants explore the ISQ messages beyond the level of the Profiles. <i>Lecture and Discussion, Individual Analysis</i>
3:20	Exploring Alternative Styles (Part 1) Participant engage in intensive skill practice exercises to explore their ability to use the Styles of Persuading and Asserting <i>Individual Preparation, Fishbowl Demonstrations, Small Group Roleplays, Peer-to-Peer Feedback</i>
4:35	Day One Review/Evening Assignment Participants complete the ISQ worksheets and a variety of background readings. <i>Individual Analysis and Reading.</i>
4:40	End of Day One

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Day Two

8:30 Exploring Alternative Styles (continued)

Participants engage in intensive skill practice 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

11:30 ISQ Profile 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

12:30 Lunch

1:30 Skill Practice

Participants select and engage in simulations 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 on video for later review and feedback.

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

4:55 Day 2 Review/Evening Assignment

Participants complete Background readings.

Individual Reading

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Day Three

8:30 **Day 3 Preview**

8:40 **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 generic case.

Lecture and Discussion, Individual Analysis

9:40 **Planning for Application**

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

Individual Preparation, Peer-to-Peer Consultation

11:10 **Critical Influence Situation Rehearsals**

Participants rehearse their Critical Influence Situation in a small group. A partner plays the actual target, and one or two others coach the influencer. The rehearsal is recorded on audiotape for review after the Program.

Small Group Role-plays, Peer-to-Peer Feedback

12:00 **Lunch**

1:00 **Critical Influence Situation Rehearsals (cont.)**

3:30 **Continuing Self-Development**

Participants complete a series of activities that help them to prepare to implement their new skills back home. They conclude this session by completing a formal program evaluation.

Individual Preparation