



INFLUENCING SKILLS

Expand your circle of influence and impact as a business partner

Agenda items

The relevance for a business partner

Participants will be able to...

1

KNOW YOURSELF

Leverage MBTI to better know your preferences, strengths and weaknesses when it comes to influencing others.

If we do not understand ourselves, we cannot influence others. Self-awareness is key.

The Meyers Briggs Type Indicator tool is a simple but powerful framework that helps understand the differences of people and how we adapt to maximize influence.

- Apply the MBTI framework to understand the strengths and weaknesses of different personality types.
- Know their own personality type and reflect on how this impacts how they should influence others.

2

UNDERSTAND OTHERS

Practice changing perspectives to better understand the situation of others.

“Seek first to understand – then to be understood”.

When we can see and articulate a situation from the point of view of others, we get a deeper understanding and build trust with stakeholders. This is critical to influencing.

- Map stakeholders and “walk in their shoes”.
- Analyse challenging situations by changing perspectives (own, opposite and neutral).

3

ADAPT YOUR STYLE

Prepare a meeting and adapt your style to the situation and preferences of others.

One size does not fit all. Treat others not as you want to be treated, but as they want to be treated.

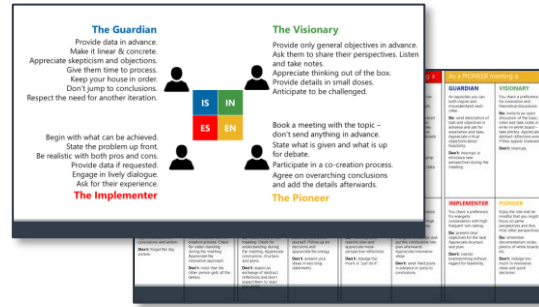
To maximize influence, we should therefore adjust how we approach meetings and present insights to the style of others.

- Adjust their influencing style based on personality types.
- Make an “influencing plan” on own specific influencing opportunity.



YOUR TOOL BOX

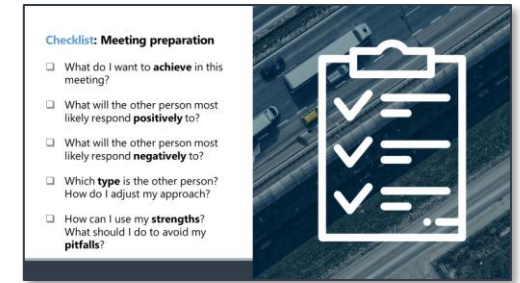
What you will take home



MBTI toolkit, incl. self-assessment



Changing perspectives exercise



Meeting preparation checklist



MAKING IT STICK

How we ensure taking learnings from classroom into practical use.

MBTI test

- All participants take a MBTI self-assessment test and get an MBTI profile.
- Participants select a specific influencing opportunity.

Before

Practice

- Practical use of the toolbox.
- Make plan for specific opportunity.
- Form learning buddies and commit to first step.

At the training

Influencing opportunity

- Prepare and execute on influencing opportunity.
- Reflect with learning buddy on lessons learned.

After the training



HELGE LARSEN

Business psychologist



Helge is a business psychologist and is an expert in cultural change management.

He has helped many organisations with driving sustainable cultural and behavioural change.

Helge will lead the session and provide participants with simple tools and tricks that can improve the ability to influence other people



DORTE QUECK

Business psychologist



Dorte is an experienced facilitator with an immense focus on enabling participants to make real changes in their everyday work-life.

Formerly HR Business partner for Finance and responsible for leadership development.



TRAINERS
Your facilitators



1/2 - 1 day