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| **SESSION** | **W5 – Reimagining Influence to Grow the Next Generation of Leaders**  April 1, 2021 |
| DESCRIPTION | Growing leaders takes a combination of skill development, experience, and influence. Influence is essential for leaders; a form of capital that can be used to accomplish goals and achieve vision. This session will explore how and why influence is an important aspect of career and leadership development. Panelists will share strategies on how they built influence, what they gained, and how it benefited their organization. |
| **LEARNING OBJECTIVES** | 1. Influence is important to achieving your goals (individual, team, and/or organizational). 2. You must be intentional about growing and developing influence. Seek out and take advantage of opportunities. 3. Support others in their path to build influence – find “reach” opportunities and make yourself available. 4. Mentorship is one way you can support an individual’s goal to build influence. |
| **REFERENCE MATERIALS** | * **Science of Persuasion: 6 Principles of Influence** See: <https://www.influenceatwork.com/> * **Influence: The Psychology of Persuasion** by Dr. Robert Cialdini * **How to Build Influence at Work:** Harvard Business Review See: <https://www.influenceatwork.com/> * **Five Ways to Lead Through Influence:** Eric Krell See: <https://www.shrm.org/ResourcesAndTools/hr-topics/organizational-and-employee-development/Pages/LeadThroughInfluence.aspx> |

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| **PANELIST POINTS** | |
| **AMANDA APONTE**  **SFM** |  |
| **CHRISTINA MCCOY**  **AMPED** |  |
| **RYAN GUPPY**  **Washington State Department of Labor & Industries** |  |
| **TERRANCE D’SOUZA**  **Ontario Workplace Safety and Insurance Board** |  |

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| **CREATING A PLAN TO-DO’S** | |
| **Within the next week** |  |
| **Within the next month** |  |
| **Within the next six months** |  |

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| **QUESTIONS TO ASK** |
| 1. What influence do I currently have and with whom? 2. What influence do I want build and with whom? 3. What opportunities within my own organization are there to build influence? *(internal committees, philanthropic giving efforts, special projects, inter-department activities, etc.)* 4. What opportunities outside my organization are available to build influence *(professional associations, customer/client organizations, volunteer opportunities, media, etc.)* 5. What buy-in do I need to pursue those opportunities? |
| **NOTES** |
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