

ENLARGING YOUR LEADERSHIP INFLUENCE

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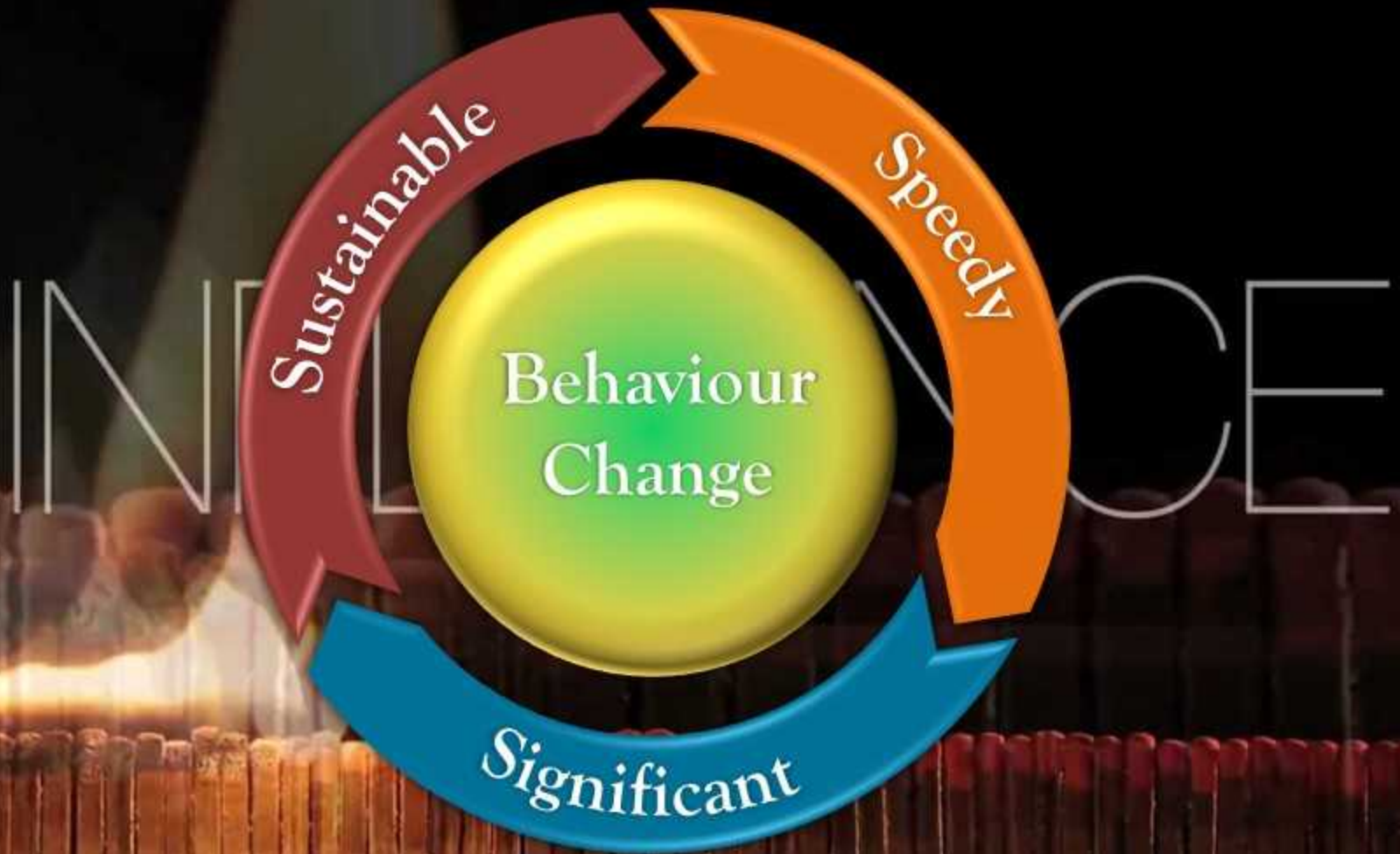
Wednesday, 15 August 2018

Enlarging Your Leadership


INFLUENCE

Influence is the leader's most powerful tool because very little moves forward without it.





Influence



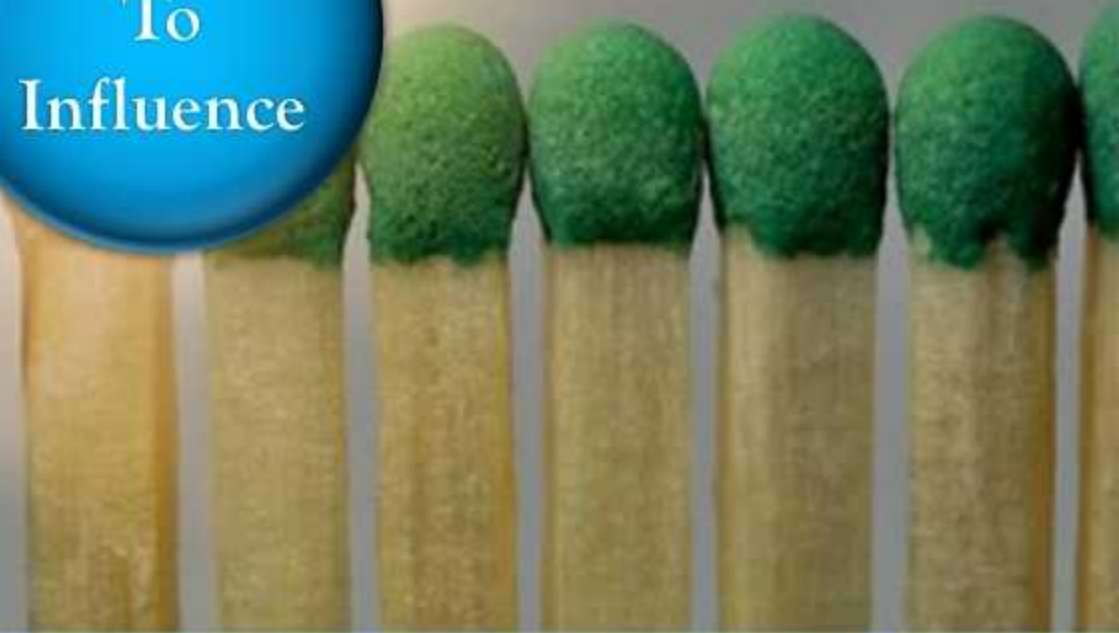
A great initiative where your influence went very positively.

What made you so successful?



Step 1

Where do we
want to be?



Step 1

Where do we
want to be?



Step 2

Where do
we stand?

Step 1

Where do we want to be?



Step 2

Where do we stand?

Step 3

How will we get there?





INFLUENCE

The Three
Keys to
Influence

Actions

Clarity Of Intent
Clear and measurable
goals

Clarity Of Intent: Goals

01

Crystal Clear
Goals

What Exactly Do You Want?

*Clear goals describe the nature
of required change and
indicate the timeline.*

Clarity Of Intent: Measures

02 Correct and consistent measures

01 Crystal Clear Goals

How Are You Going To Measure It?

Clear, consistent, and meaningful measures enhance the tracking of efforts and form the basis of accountability.

Clarity Of Intent: Communication

02 Correct and consistent measures

01 Crystal Clear Goals

03 Clear and Consistent Communication

Does Everyone In The Team Know The Goals And The Measure?

Make sure everyone in the team is crystal clear about what the goal is and what the measures are.

INFLUENCE



Clarity Of Goals

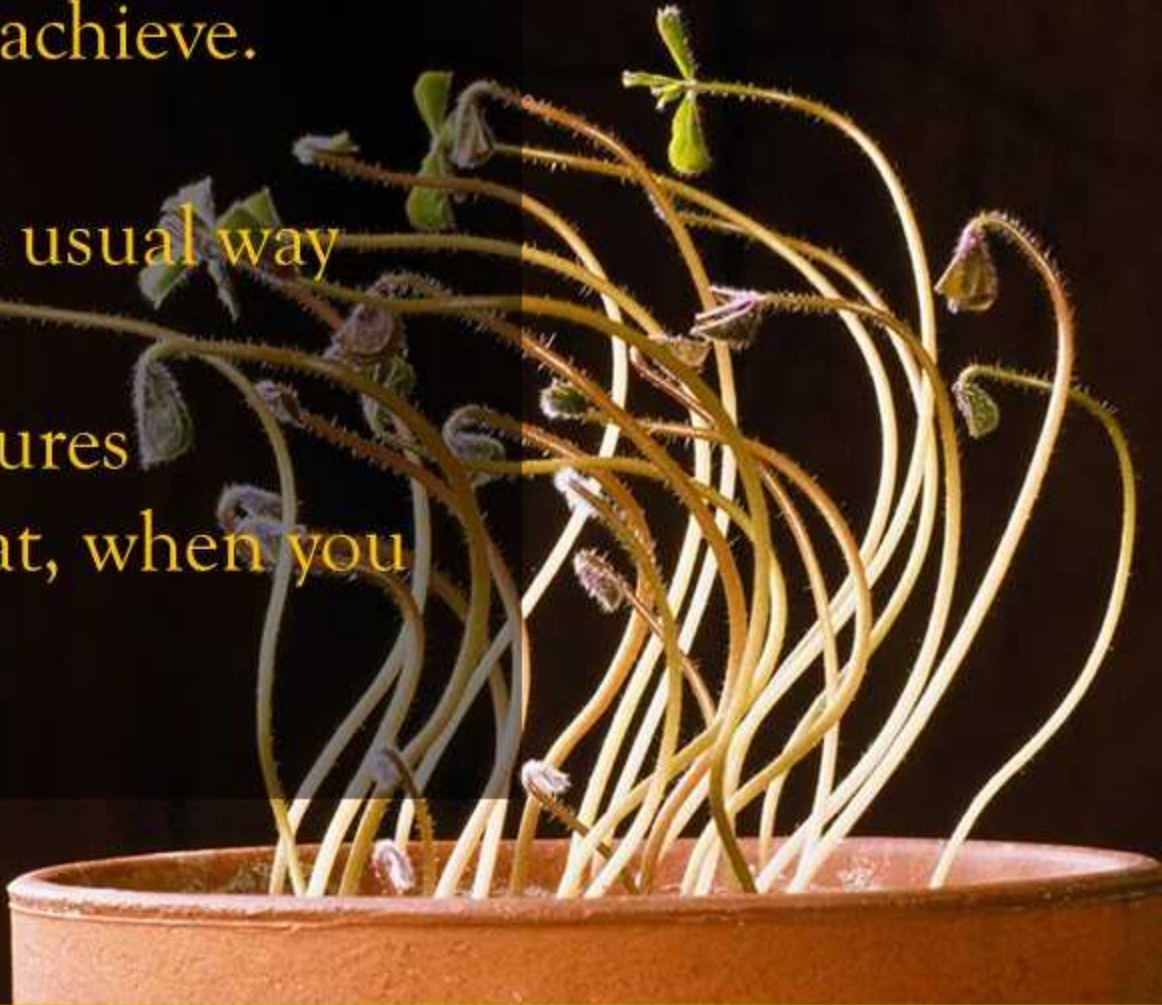
Productive Execution



Think of a goal you need to influence a team to achieve.

State the goal in the usual way

1. Make it clear
2. Identify the measures
3. Identify who, what, when you will communicate



Critical Behavioural Focus

Find and focus on high-leverage behaviour that drive results



Identify: Critical Behavioural Focus

01

Identify high-leverage behaviour

Key Question

What behaviour do people need to change in order to achieve these results?

Focus: Critical Behavioural Focus

02 Focus on high-leverage behaviour

01 Identify high-leverage behaviour

Key Question

How will you systematically create rapid, profound, and sustainable changes in a handful of key behaviours.

Measure: Critical Behavioural Focus


02 Focus on high-leverage behaviour

01 Identify high-leverage behaviour

03 Measure high-leverage behaviour

Key Question

Are your high-leverage behaviour still serving you right?



Identify high-leverage
behaviour you must focus
on to drive results.

Create Change Momentum

Getting people to
actually carry out
the vital behaviour
you identify.



INFLUENCE



Sources Of Influence



Motivation

Personal

Make the
undesirable
desirable

Social

Harness peer
pressure

Structural

Design reward
and demand
accountability

Ability

Surpass your
limit

Find strength
in numbers

Change
environment



Personal Behavioural Drivers

01 Personal Drivers

Key Question

Do they have the self-drive and ability to press on with the change?

Peer Behavioural Drivers

02 Peer Drivers

01 Personal Drivers

Key Question

Do others encourage and enable them to enact the vital behaviour?

Process Behavioural Drivers

01 Personal Drivers

02 Peer Drivers

03 Process Drivers

Key Question

Do rewards, sanctions, and their environment enable them?

Use the 6
sources of
influence
to
overdetermin
e change

Personal

Social

Structural

Motivation

Make the
undesirable
desirable

Harness peer
pressure

Design reward
and demand
accountability

Ability

Surpass your
limit

Find strength
in numbers

Change
environment



Step 1

Where do we want to be?

Step 2

Where do we stand?

Step 4

What challenges do we foresee?

Step 3

How will we get there?



“What is easy to
do, is easy not to
do.”



JIM ROHN
American Entrepreneur & Author
1930 - 2009

Thank You

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