Influencing without Formal Authority

Duration: 1 day
Audience: Pour tous

Who is this training for?

This course is designed for professionals who need to gain support, build alignment or move initiatives forward without relying on direct hierarchical authority, including:

- Project and program managers
- Advisors, specialists and business partners
- Team leads and coordinators
- Managers working in matrix or cross-functional environments
- Professionals involved in organizational or technological change

Training objectives

By the end of this course, participants will be able to:

- Understand the dynamics of power and influence within organizations
- Identify and strengthen their personal sources of influence
- Increase their credibility and visibility
- Analyze key stakeholders and understand their perspectives and concerns
- Select and adapt influence strategies to different people and situations
- Navigate resistance and competing interests
- Build an influence strategy to move a workplace initiative forward

Summary

In today’s increasingly collaborative and cross-functional organizations, having a good idea is not enough. Moving initiatives forward often requires gaining support, building trust and engaging people over whom we have no direct authority.

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This practical course helps participants understand influence dynamics and develop strategies to increase their impact. Through reflection, practice and real workplace situations, participants learn to leverage their personal sources of influence, understand key stakeholders and adapt their approach to gain commitment and move initiatives forward.

Course outline

Navigating Influence Dynamics

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  Understanding power, authority and influence
- Recognizing formal and informal organizational dynamics
- Influencing ethically and constructively

Developing Your Personal Influence

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  Identifying your sources of power and influence
- Strengthening your credibility and visibility
- Leveraging relationships and personal strengths to increase your impact

Understanding Your Influence Ecosystem

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  Clarifying your intentions and desired outcomes
- Identifying key stakeholders and understanding their concerns
- Recognizing the relational and organizational dynamics that can support or hinder an initiative

Adapting Your Influence Strategies

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Exploring different approaches to influence

- Adapting your approach to the person, context and desired outcome
- Navigating objections, resistance and competing interests

Building Your Influence Strategy

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  Assessing the feasibility of an initiative
- Identifying actions with the greatest potential for impact
- Developing an influence strategy for a real workplace situation

Approach and methodology

This course uses a practical, experiential approach that combines key concepts, individual reflection, peer discussion and hands-on practice. Participants work with real workplace situations, experiment with different influence strategies and identify concrete ways to transfer their learning directly to their professional context.

Prerequisites

No formal prerequisites are required. To maximize the value of the course, participants are encouraged to bring a real workplace situation involving an idea, project or initiative they would like to move forward.

Recommendations

This training is aimed at anyone wishing to develop their ability to influence, especially in contexts without hierarchical authority. It is recommended to come with a real situation or a concrete issue in order to maximize learning and its transfer to a professional context. An openness to self-assessment and feedback is essential to get the most out of the practical exercises. Active participation (exchanges, role-playing, reflections) promotes the integration of influence strategies.

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