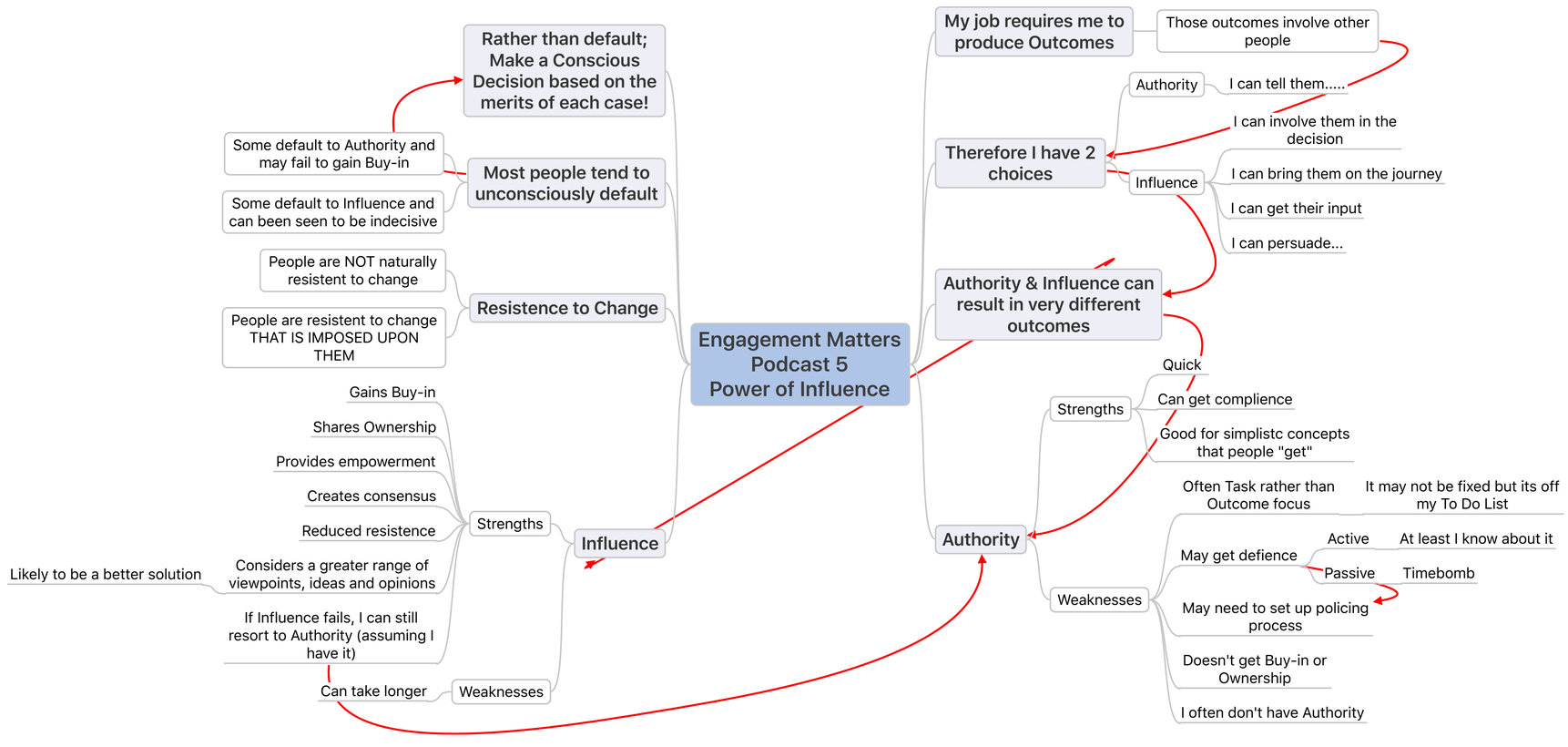
Engagement Matters Podcast 5 Power of Influence
Rather than default; Make a Conscious Decision based on the merits of each case!
Most people tend to unconsciously default
Some default to Authority and may fail to gain Buy-in
Some default to Influence and can been seen to be indecisive
Resistence to Change
People are NOT naturally resistent to change
People are resistent to change THAT IS IMPOSED UPON THEM
Influence
Strengths
Gains Buy-in
Shares Ownership
Provides empowerment
Creates consensus
Reduced resistence
Considers a greater range of viewpoints, ideas and opinions
Likely to be a better solution
If Influence fails, I can still resort to Authority (assuming I have it)
Weaknesses
Can take longer
My job requires me to produce Outcomes
Those outcomes involve other people
Therefore I have 2 choices
Authority
I can tell them.....
Influence
I can involve them in the decision
I can bring them on the journey
I can get their input
I can persuade...
Authority & Influence can result in very different outcomes
Authority
Strengths
Quick
Can get complience
Good for simplistc concepts that people "get"
Weaknesses
Often Task rather than Outcome focus
It may not be fixed but its off my To Do List
May get defience
Active
At least I know about it
Passive
Timebomb
May need to set up policing process
Doesn't get Buy-in or Ownership
I often don't have Authority