
Welcome To The GRIT Days Of Learning Conference



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BECOMING A PERSON OF INFLUENCE

Session Goal:

To learn how to impact outcomes by influencing the behaviors of others.



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The Law of Influence

“He who thinks he leads, but has no followers, is only taking a walk.”

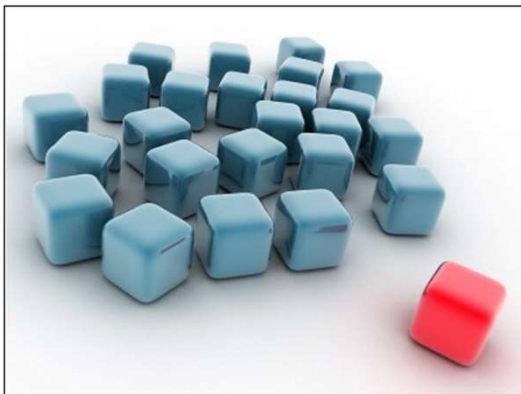
“If you can’t influence people, then they will not follow you. And if people won’t follow you, you are not a leader.”

-John Maxwell



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INFLUENCING IS...



The capacity or power of persons or things to be a compelling force on or produce effects on the actions, behaviour, and opinions of others.

1. Who has influenced you?
2. How did they influence you?
3. What did they do to influence you?

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SO HOW DO YOU
BECOME AN
INFLUENCER?

By:

- being **Credible**
- having **Character**
- demonstrating **Commitment**
- cultivating **Connections**
- being **Compelling**
- acting with **Confidence**



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WHAT
ACTION/OUTCOME
ARE YOU TRYING TO
IMPACT

- Why Do You Want to Influence this Action or Outcome?



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WHO ELSE CARES ABOUT THIS OUTCOME OR IS IMPACTED BY THIS OUTCOME?



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CREDIBILITY & CHARACTER

Why Would They Listen To Me?

Skills, Education & Training	Lived Experiences	Values Character
Masters in Student Development	University Leader	Living with Purpose
PhD in Education	President of the Corporate Colleges – Incumbent Worker Training	Innovation
Great Communicator	Founder of the Global Corporate College – Workforce Development	
Visionary Leadership	International Education Consultant on Workforce	
Good listener	I am from rural Arkansas	
	I founded the SPROUT Program	



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SWIFTLY BUILDING TRUST

- Frequency of communication
- Integrity of communication
- Certainty of communication
- Predictability of communication



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COMMITMENT

Will I have the courage to start the race,

Will I not only run the race, but will I clear the hurdles,

Will I pass the baton if I am not the person who can bring it home,

Will I finish the race with everything I have?

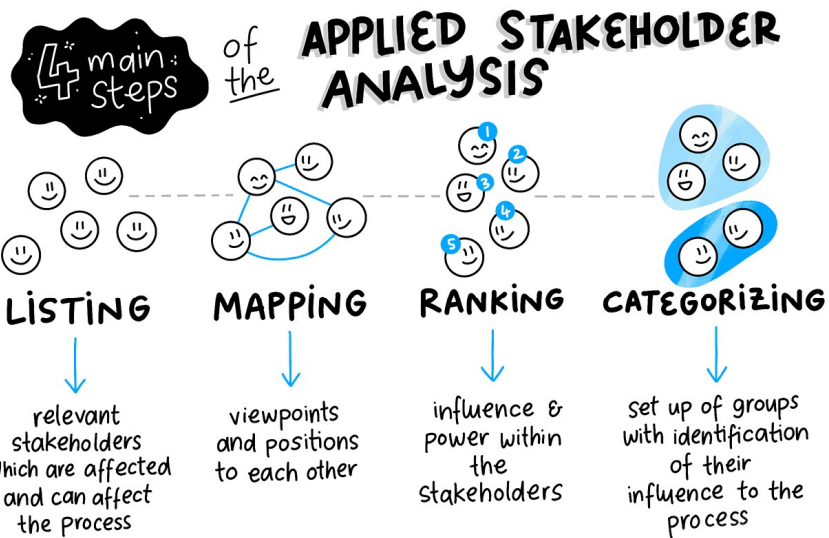


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WHO DO YOU WANT TO INFLUENCE? DO YOU NEED TO IMPACT AN INDIVIDUAL OR A GROUP OF PEOPLE?



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source: www.researchgate.com

*planio



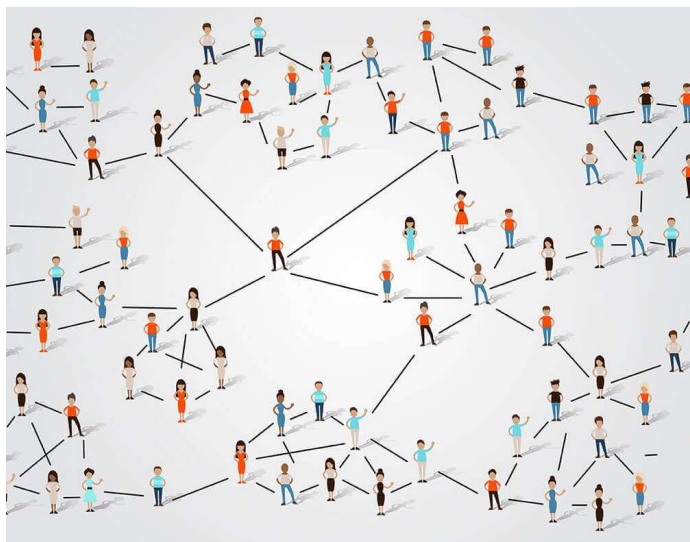
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CONNECTIONS

We all know somebody who knows somebody

Who do you know in each stakeholder group?

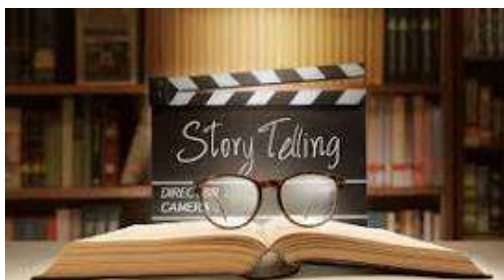
Who do you know who knows somebody?



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COMPELLING STORIES

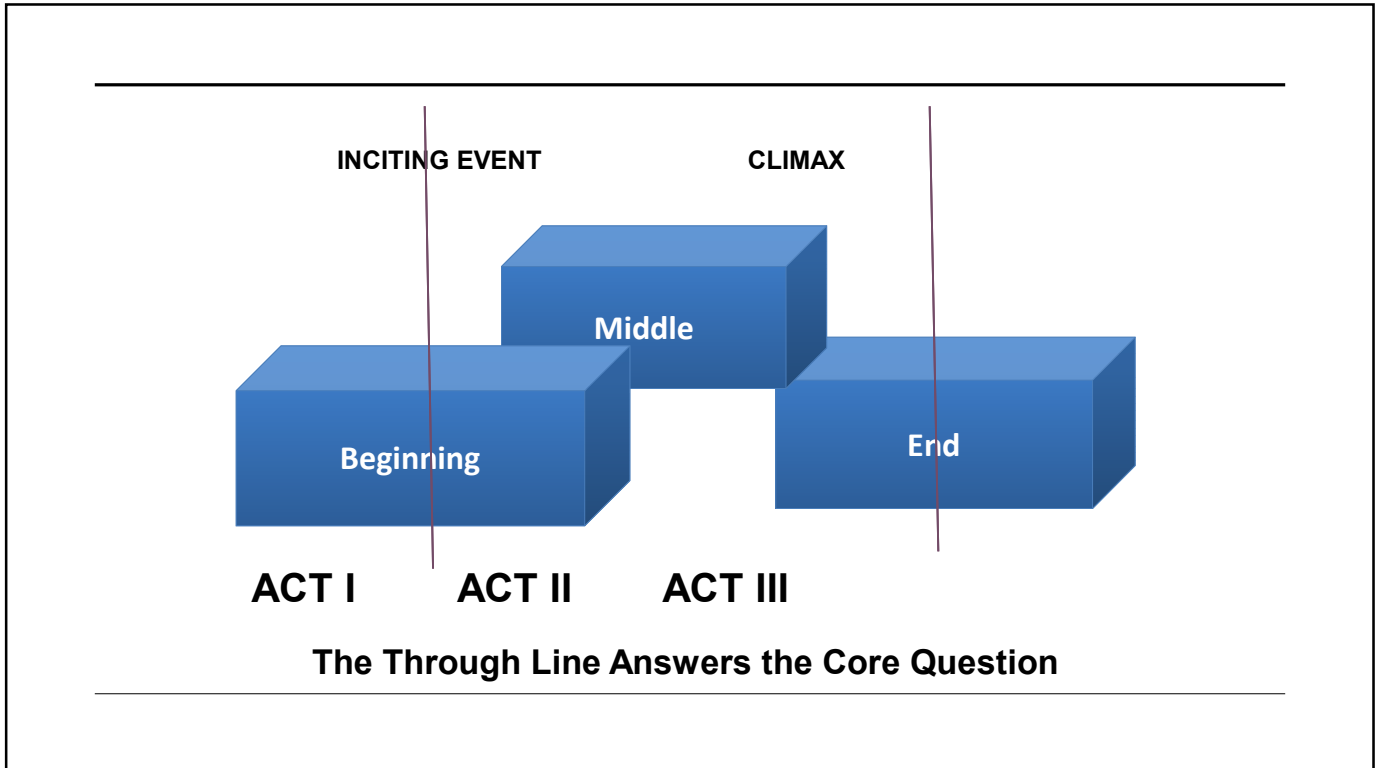


Leaders give people stories they can tell themselves about the future and change

--Seth Godin



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THREE APPROACHES

- Logical
- Emotional
- Cooperative

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LOGICAL APPROACH



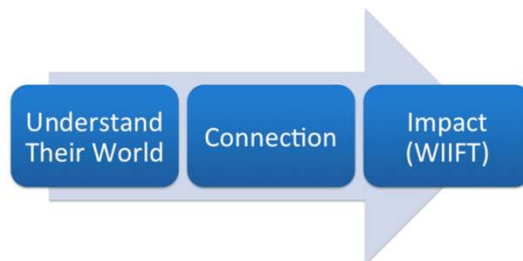
Steps of logical approach:

- Briefly summarize idea.
- Explain why they should support it using credible evidence.
- How it benefits them
- Compares to other options
- Review how it will work in practice.



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EMOTIONAL APPROACH



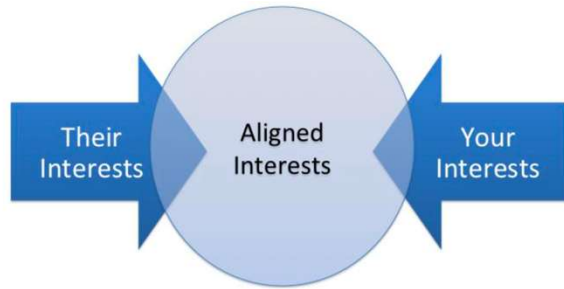
Steps of emotional approach connecting to prior content.

- Understand their world
- Create connections to it
- Explain the impact by focusing on what's in it for them



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COOPERATIVE APPROACH



Steps of aligning interests process

- Define your interests
- Learn their interests
- Identify your areas of mutual interest
- Invent options for mutual gain



PLAN YOUR APPROACH

Build out you approach plan for the first 3 stake holders or stakeholder groups you will approach.

Idea		Interest		
Key Stakeholder	Their World		Potential Connection	Influencing Strategy
	Interest	Source of Power		

Logical	What	Why	How
Emotional	What Is Important To Them	What Is Your Connection	What's In It For Them
Cooperative	Their Interests	Mutual Interests	Opportunities For Mutual Gain

SET YOUR SMART GOAL

Establish at least one SMART goal that will move you to action!



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KEY TAKEAWAYS:

- ✓ Everyone has the personal power to be an influencer
- ✓ Six C's: Credible, Character, Commitment, Connectedness, Compelling, Confident
- ✓ Remember the 6's Degrees of Separation - We all know Someone Who Knows Someone
- ✓ Adjust Your Approach to the Person or Group You are Trying to Influence

ACTION ITEMS:

- Complete Your Influence Planning Document
- Identify a Small or Manageable Goal
- Execute
- Review Your Success or Failure
- Repeat with Your Next Goal



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Thank You Sponsors



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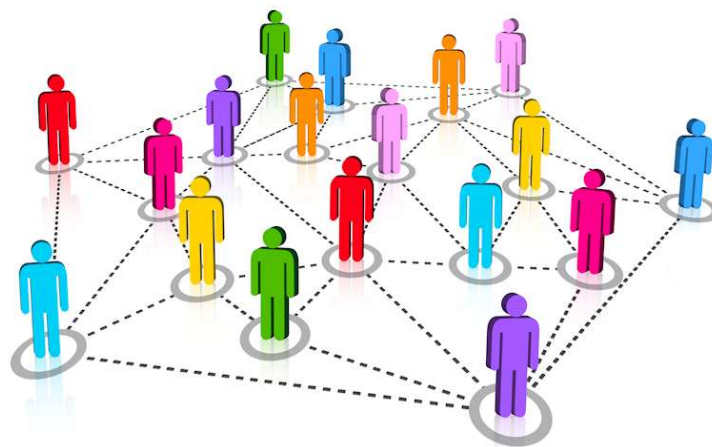
Scan below and give us your session feedback!



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4 KEYS TO

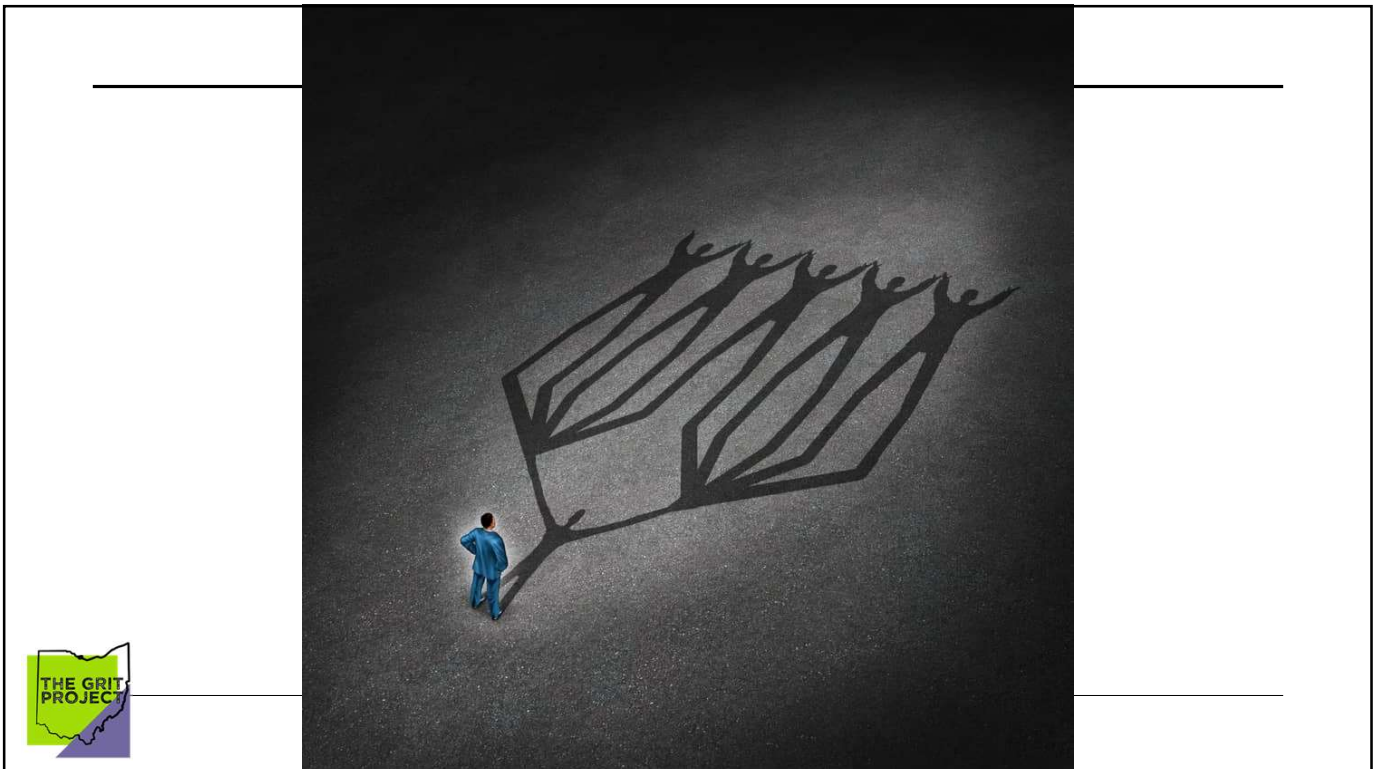
INFLUENCE OTHERS

 <p>ORGANIZATIONAL INTELLIGENCE</p> <p><i>Understand your organization's formal and informal structures.</i></p>	 <p>TEAM PROMOTION</p> <p><i>Promote your team and yourself to create more visibility for the work you're doing.</i></p>	 <p>TRUST-BUILDING</p> <p><i>Build and maintain trust to guide people through risk and change.</i></p>	 <p>LEVERAGING NETWORKS</p> <p><i>Recognize and cultivate the power of your network to create change.</i></p>
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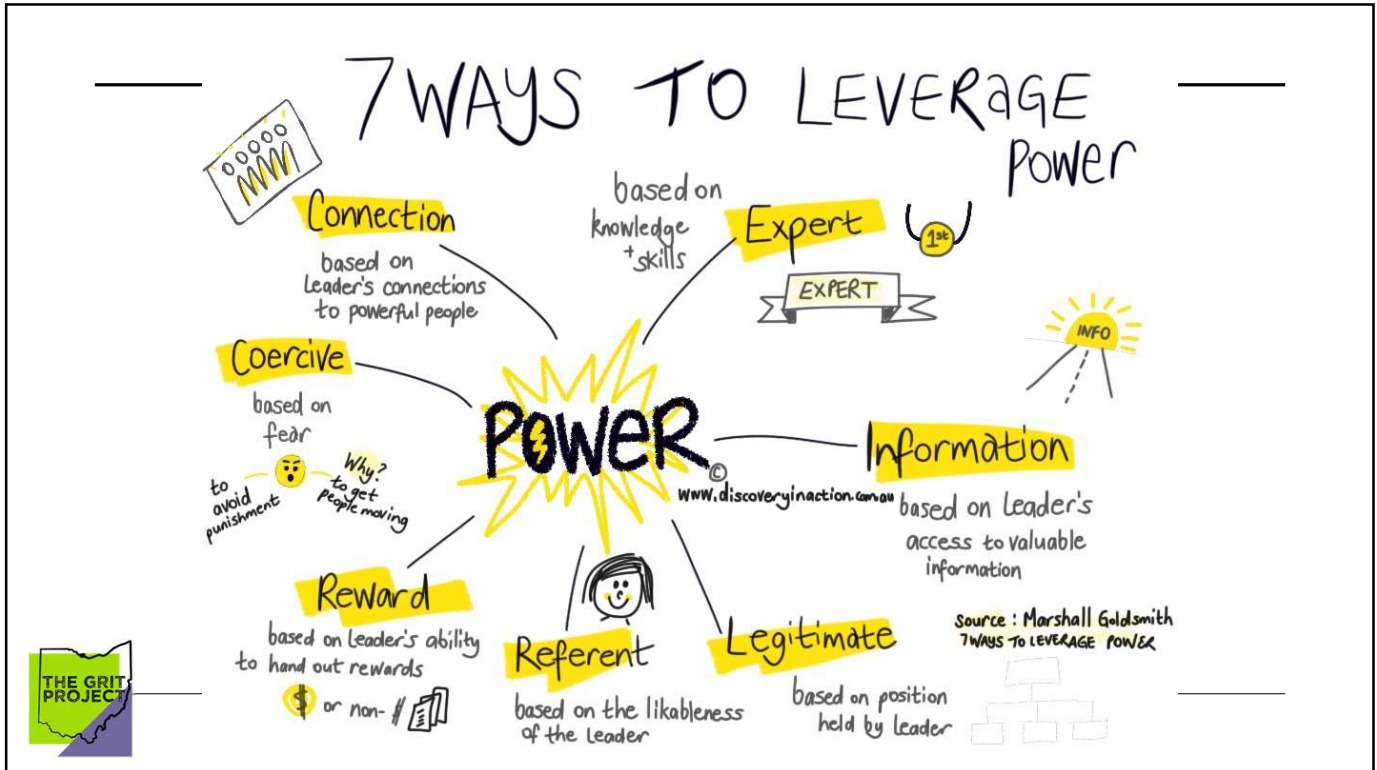
Center for Creative Leadership



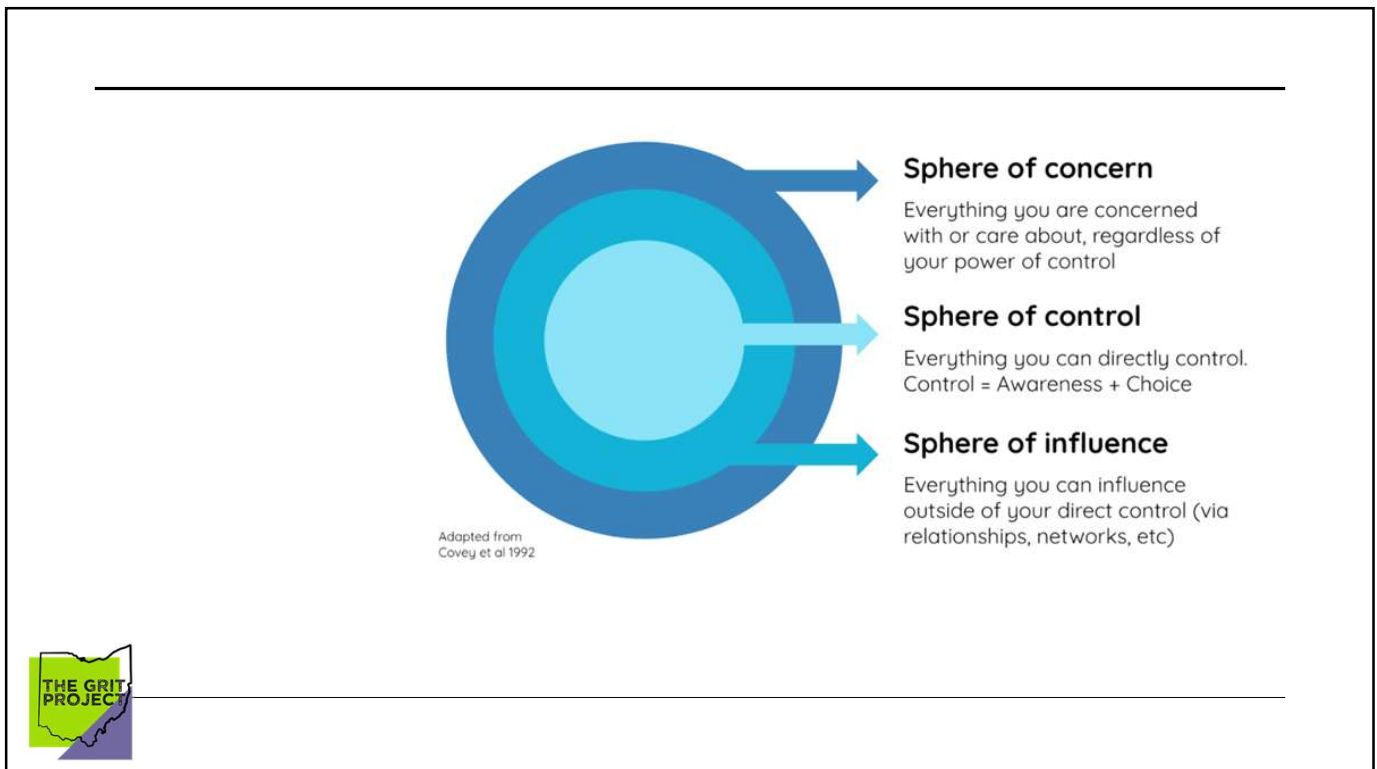
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