

GROWING INFLUENCE

A STORY OF HOW TO LEAD WITH
CHARACTER, EXPERTISE, AND IMPACT



Conversations about Leadership and Influence

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Write down one commitment for your time here today.

Three types of influence

Influence is “the capacity or power to have an effect on someone or something.” Much of leadership development is about growing influence. There are three distinct spheres of influence to think about: control, collaboration, and concern.

Control: those things you can take 100% ownership of, such as when you go to bed and get up, what food you eat, what and how much you drink, what and how much you read.

What are three additional areas you can take 100% responsibility for in your life?

1. _____
2. _____
3. _____

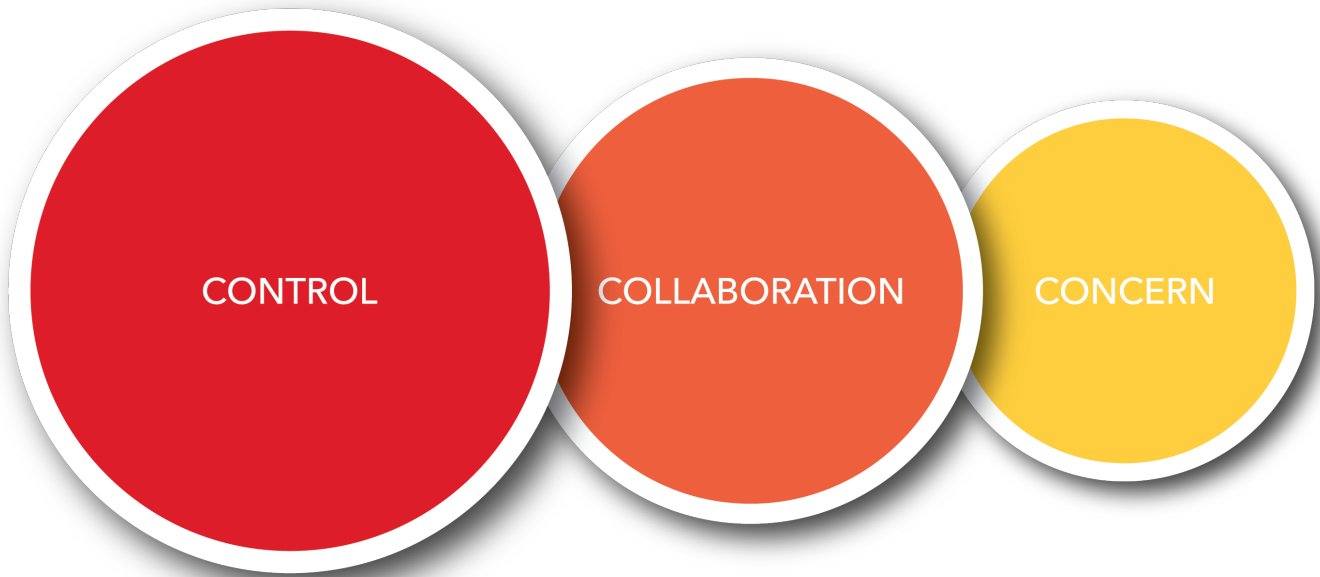
Part of influence is control. As you set aside discretionary time, you can feel that you have influence. What is one change you could make to your existing schedule to build space for discretionary time?

Collaboration: those things you can’t do alone, but can get done partnering with others. Together, you have power (sometimes compound power) that you don’t have alone.

What is one area of your work or home life that would benefit from collaboration to achieve a collectively desired result? What is one action step you could take to move this forward?

Concern: those things that seem outside of your reach of influence—they steal your focus and energy, resulting in frustration or a feeling of powerlessness.

What is one area of concern in which you feel that you don't have direct influence right now? What is one action step you could take that will protect you from losing too much energy in this area of concern?



Where you focus, grows. Think about the best use of your energy and attention. Where would you like to grow your influence? Write down one commitment for growth related to any of the three areas of influence.

Your learning and next steps

What is one realization you've made today or something you learned that will impact your next steps as a leader? What is one commitment you will focus on first to grow your influence?

ⁱ"Influence." *New Oxford American Dictionary*.