



Unlock your Leadership Influence Superpower to Achieve Results

"A leader is one who knows the way, goes the way and shows the way."
– John C. Maxwell

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."
– Rosalynn Carter

"Leadership cannot just go along to get along. Leadership must meet the moral challenge of the day."
– Jesse Jackson

Influence as a superpower? Why not? Who wouldn't want the ability to shape opinions, drive decisions and contribute to reaching company goals? Influence is fundamental for leadership and is often identified as a competency goal of our coaching clients. Most of us need to influence team members, business partners, suppliers and customers. The good news is you don't need a flashy costume to wield this power effectively.

Influence is not about manipulation or coercion. Effective influence is about inspiring others to willingly support your vision and goals. Besides, regardless of job title, there are limitations to positional power, and relying solely on authority leads to compliance more than commitment. In many organizations, employees work on project teams where they have no authority at all—yet they need help from others to achieve desired outcomes.

Becoming an influencing superhero is a journey of self-discovery, continuous learning, and intentional action. As you embark on your influence quest, remember these five actions:

1. Frame your views positively to help others see and feel that they are moving toward a beneficial outcome rather than a threat.
2. Present information in a way that aligns with others' beliefs and resonates with them emotionally.
3. Tune into 'What's in it for me' and communicate the value proposition from the other's perspective.
4. Tailor your communication style to match the preferences of others, including words, tone, body language and emotions.
5. *Be open to different perspectives and embrace a learning mindset. It enriches your personal and professional growth and enhances your ability to positively influence others.*

Above all, remember that true influence is not about authority but about inspiring others to be their best selves. To learn more about how Innolect coaches and consultants can partner with you to enhance your influencing skills, contact Nancy Haller at NancyH@Innolectinc.com or Innolectinc.com.