

The Training Programme used by major organisations to develop their Leaders, Managers and Key Personnel.

PPI is a personal development training programme that gives participants the skill and confidence to influence people at all levels - to have a greater impact and control over situations and events.

Top performers spend most of their time trying to influence people - direct reports, colleagues, managers, clients, suppliers and others both inside and outside the organisation.

Typical influence challenges include: selling ideas; giving direction; encouraging and motivating; evaluating performance; resolving conflict; competing for resources; and securing services.

In the **Positive Power & Influence Programme (PPI)** participants develop a number of styles and techniques, giving them the flexibility to influence effectively across a wide range of situations. They learn how to diagnose situations to determine which style would be most appropriate and how to use it to achieve their objectives while building positive working relationships.

Who Needs Influence Skills?

Directors and Managers who want to improve their Leadership Skills

Technical and Professional Specialists who have no direct line authority but need to persuade others

People who deal with clients, suppliers and outside organisations and need to get results while building relationships

Newly promoted people who now have to engage with senior managers and create commitment and enthusiasm in others

The Positive Power & Influence Programme is appropriate for:

Directors Managers Team Leaders Project Managers Internal Consultants Sales Personnel IT Specialists Financial Managers Scientists Researchers

Course Objectives

After the programme, participants will be able to:

- Use influencing skills to meet their objectives *and* build relationships
- Influence others regardless of their position in the hierarchy
- Present their views in a persuasive way with vision and logic
- Stimulate enthusiasm and commitment
- Have greater understanding of the needs and motivations of others
- Create positive impact, gaining respect and credibility

Organisational Benefits

The organisation benefits because:

- It develops its most valuable asset - its staff
- Its people are empowered and gain confidence in their own ability
- Commitment, motivation and job satisfaction are strengthened
- Decision quality is improved through greater contribution
- Better deals with suppliers and clients are negotiated
- It grows its own leaders

Pre-Programme Assignment

Participants complete an online assignment which profiles their current influence style with feedback from selected colleagues and associates.

Programme Flow

Self Assessment

Participants analyse their current influence styles and assess their strengths and weaknesses. These form the basis for their Learning Goals.

Exploring New Styles

Participants learn how to use a number of different styles and techniques that secure agreement and build trust. Each new style is demonstrated, discussed and then practised.

Skill Development

Participants learn how to enthuse, motivate, gain commitment, make demands and offer incentives in an acceptable way; practising in videoed role-plays of business situations.

Skill Application

Participants practise a real-life personal influence situation of their choosing, using a diagnostic checklist to evaluate which styles are most appropriate for this and other future influence situations.

Some recent PPI users:

Amlin, Arup, BAA, Bank of Scotland, Bayer, Bentley Motors, BPCastrol, British Gas, B&Q, Chep, Christies, Coca Cola, Corus UK, Credit Suisse, DHL, Enterprise Ireland, Eon, Ernst & Young, GlaxoSmithKline, Irish Life, Linklaters, Lloyds TSB, Manchester Airports, NEC, Nielson, Norfolk County Council, Norwich Union, Oliver Wyman, RBS, Schlumberger, Scottish Water, Solex Sensors, Standard Bank, St Ivel, William Grant, West Midlands Police **and many more.**

"Best programme I've ever attended, the balance between theory interpretation and skill exercise was perfect. Unreservedly recommended."

"It was refreshing to have a tutor who didn't use Power Point, and knew his topic without notes. Very knowledgeable - the best course tutor I have ever had."

"This programme may have more impact on my career and personal life than my MBA."

"I liked the exercises we practised with the other members - the facilitators made me feel at ease and helped me diagnose what I was doing wrong."

"I think the course was good - people were engaged, open, the material was good and content well explained."

Multimedia Training & Reference Materials

PPI is supported by a comprehensive set of multimedia materials. Following the programme, participants have access to online resources that allow them to assess their progress against their own personal learning goals.

Cutting Edge - Global Reach

PPI developed from research work carried out by David Berlew and Roger Harrison who identified influencing as an essential skill for achieving results. It is now in its fifth edition and is available in 40 different countries in 15 languages.

The Positive Power & Influence Suite of Programmes

Choose from these four options:

PPI In-Company Programmes These programmes can be tailored to meet the objectives of the participants and the organisation. They are run at an organisation's facility or off-site, can accommodate 6-18 participants and be of 3-5 days duration. They are very cost effective when groups of people need to be trained.

PPI Open-Enrollment Programmes These are 5-day residential programmes for 12-18 participants, held at various locations throughout the UK and Ireland. Courses are held every month throughout the year. *These programmes are run in partnership with Sheppard Moscow Ltd under a management agreement.*

PPI Directors Open-Enrollment Programmes Similar to the standard Open Programmes but set in the context of the influence situations faced by directors and senior staff. These programmes have a limited enrolment and they enable delegates to rub shoulders with senior executives in other organisations. *These programmes are run in partnership with Sheppard Moscow Ltd under a management agreement.*

PPI: The Foundations of Influence This two-day open-enrollment programme offers an introduction to the principles of Positive Power & Influence and prepares participants for the next stage of their development. It aims to start people thinking about their own experiences of influencing in the workplace and outlines ways to use personal power to achieve outstanding results.

For more information, to book places on an open event or to discuss an in-company programme:

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