The Influential Leader
LIFTING YOUR LEADERSHIP FROM THE OPERATIONAL TO THE STRATEGIC

COURSE OVERVIEW
The Influential Leader program focuses on leading and influencing in a dynamic, pandemic affected world. It is designed for those who hold a strategic leadership role with a broad span of responsibility and influence. In this context leaders need to hold steady in the face of uncertainty and complexity and be equipped to deliver organisational outcomes while navigating complex politics, systems and stakeholder relationships.

This program will help you to explore these opportunities and challenges, and to connect, influence and lead (with or without formal authority) in working environments that are increasingly flexible and virtual.

Such accountability and complexity mean a need to reassess personal skills, emotional intelligence and impact. Career, learning, adaptiveness, resilience and work-life integration are vital concerns, both personally and for the team being led. In these roles, leaders need to know themselves, how others experience them, and recognise the different drivers that motivate those around them.

This program explores contemporary leading and influencing concepts and techniques, including:

- The relationship between influence and authority
- Understanding one's own and others' social needs
- What powerful, positive, personal impact looks like and how to achieve it
- Strategies to enhance personal and team resilience and work-life balance
- Connecting and collaborating in real and virtual environments

In this program, you’ll experience a four-day face-to-face experiential learning module with expert facilitators, who are themselves leaders and influencers. Through 360-degree and real-time peer feedback, you will access evidence of how others experience you as a leader and influencer. Project work is real and meaningful, based on your own identified organisational challenge. To build and sustain your learning and help you transfer new behaviours to the workplace, coaching is provided before and after the course.

COURSE INFORMATION

MODE
Face to Face

DURATION
4 days

LOCATION
Sydney city campus
Level 24, 123 Pitt Street, Sydney NSW 2000

WHO SHOULD ATTEND?
This course is designed for:

- Senior executives and high-performing business or operational managers who are working to achieve outcomes across multiple teams
- Australian Government – SES Band 1 and EL 25
- New South Wales Government – SES Director and Clerk 11/12

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COURSE OBJECTIVES
You will:

• communicate a strong vision and purpose, and work to engage others with these
• have the skills of emotional intelligence, recognising personal defaults and where these may attract or distance others
• use positivity and perspective to establish and maintain high performance
• be conscious of the markers in group dynamics and culture
• have a repertoire of skills and interventions including engaging, inspiring, influencing, empowering and coaching others
• work fairly and authentically, value and cultivate learning and stretch for oneself and those around them
• see feedback as a gift, will actively seek it, and deal with criticism or conflict without denial or avoidance
• understand the perceptions and needs of consumers, clients and stakeholders in a complex system and influence these for sound long-term decisions.

COURSE OUTCOMES
At the conclusion of the learning journey, you will be able to:

• frame and communicate what you stand for – your vision and purpose – and commit to action around this
• better understand the nature of influence, power and authority and apply strategies and models to influence others
• work adaptively in a dynamic, uncertain and demanding environment
• exercise a more holistic perspective, through exposure to diversity
• information sources and strategic challenges in a systemic context
• identify personal patterns and defaults and how this helps or hinders them
• appreciate a culture of learning and use coaching, mentoring and influencing skills to support this
• work constructively with group dynamics and manage the relationship between influence and authority
• practice new skills and habits for resilience, priority management and work-life integration.

HOW YOU WILL LEARN

FACE TO FACE

Set in an interactive classroom environment, you will participate in discussion, sharing first hand experiences while gaining coaching from our expert facilitators.

Designed for experiential learning, our face to face courses provide the opportunity for you to collaborate and network with peers at our North Ryde and Sydney City Campuses.

COURSE FACILITATORS

ROSelyn Williams
Roslyn is an accredited, strengths-based coach, facilitator, leadership developer, mentor, writer and speaker. She brings many years of experience in people management, leadership and program delivery, working with individuals in diverse functions and industries characterised by complex stakeholder relationships and operating landscapes. Roslyn is passionate about leading and influencing adaptively and evoking a sense of purpose, connected intelligence, creativity and coherent mind.

Larry Marlow
Larry Marlow’s professional experience includes senior management roles across the public and private sectors in the fields of IT, marketing, public healthcare, academia, and management consulting. He is a registered clinical and organisational psychologist, an adjunct professor and a highly experienced executive coach. Larry works with individuals, management teams and organisations to assist business, cultural and personal behavioural change. He consults to some of Australia’s largest commercial and public sector organisations to assist strategic thinking and enhance leadership capability.

COURSE TIMETABLE

DAY 1
- The story of what brought you here
- Influence and change in the learning zone – the agreement
- Narrative as a leading and influencing technique – what you stand for, see as important, hope to achieve
- Working across the managing and leading dimensions – authority and influence
- Perspective – a whole system view; balcony versus dance floor
- Above and below the line
- 360-degree feedback process and structure
- Peer conversations around 360-degree feedback; strengths mapping
- Influencing through a coaching and facilitative approach

DAY 2
- Reflection – what resonated and what’s coming up
- Self and role
- Finding the way into another – 4MAT as an influencing model
- Getting buy-in and empowering others – curiosity, questioning versus telling, positive belief
- Individual organisational leadership challenge discussion

DAY 3
- The relationship between power and influence
- Refining and communicating your personal vision
- Leadership styles and their effect
- Communicating with impact – skills practice
- Leading a diverse workforce – learning how staff construct the world of work
- Influencing skills to navigate a political environment
- Shaping team and organisational culture
- Broadening the bandwidth – small group exercise in local community

DAY 4
- Critical-thinking skills
- Making good decisions in a context of ambiguity and constant change
- Health and wellbeing for oneself and team
- Individual challenge triads – discussion and development
- Syndicate group feedback exercise
- Journaling and design of action plan
- The group journey

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