

# BUILDING CREDIBILITY & INFLUENCE

## WORKSHOP THREE

SEPTEMBER 2025

### CONCEPTS & LEARNINGS

- In today's fast-moving, matrixed organizations, your ability to impact your organization and sell ideas relies on your ability to influence individuals and outcomes.
- Influence transcends the boundaries of formal authority, enabling you to inspire standout results.
- Influence is founded on trust and credibility, which can be "earned," combined with effective relationship-building and communication skills, which are developed.
- The foundations of trust are performance, character, expertise, and brand. On its own, trust is insufficient for credibility; trust must be married with a broad network of relationships.
- Once you have established credibility, it is key to build and leverage strong communication skills so that those outside of your personal network can hear and see your thoughts.
- Influential communicators delivering meaningful and credible information are positioned to "sell" ideas and demonstrate their value.
- Communication skills and strong relationships are even more critical in this new, online world. It's essential to provide value, share perspective, and demonstrate your ability to deliver results.

### IN YOUR MENTORING GROUP

#### Program Timeline - Valuing Peers & Mentor

At the midpoint in your MANAGE experience, it's time to reflect on the power of Group Mentoring. You've been matched with peers with whom you share development goals and a Mentor uniquely suited to help you address those goals. So, how are you fully leveraging these commonalities?

Each month, as you discuss the workshop topic and your personal situations, take a moment to identify the common themes in your responses. Seek opportunities to help each other give voice to issues, sharing similar experiences, and also supporting each other. But then together as a group highlight those areas where your Mentor can provide the most value, creating an environment for growing together.

#### So, ask yourself...

- What development goals do I share with my group? How can we explore those goals together?
- Are there goals that I have that are different from my peers? How can I explore these with my Mentor?
- What issues might be easier to discuss if I first share with my peers before exploring with our Mentor?

At this midpoint, it is key to be strategic in making the most of the time you have in the program!

*"Not all peer pressure is bad.*

*If you have peers who are pushing you to go further in life and believe in your dreams—Man, you got it made!"*

~Jeff Moore

## PREPARE FOR WORKSHOP FOUR

*Career Pathing - Tuesday, October 21, 1:00-3:30 P.M. ET*

In preparation for Workshop Four, *Career Pathing*, take some time to think through:

- What do you see as your next potential role at your company?
- Consider what opportunities this move could open up for you. Are those opportunities directionally where you want to go? What would it take to achieve the position to which you aspire?
- Consider your values relating to work, personal, and family time. What are your priorities?
- As you map the next steps in your career, how will you know if the opportunities are the right "fit" for you and your personal goals?