

BUILDING CREDIBILITY & INFLUENCE

WORKSHOP TWO

NOVEMBER 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.
- Communications 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 - Deepening Relationships

As we wrap up month two of your MANAGE experience, it's time to assess the relationships you are building with your Mentoring Group, your Mentor and the rest of the cohort. There is so much you can learn from each other, and there is a great deal of power in connecting with individuals from industries and companies that are different from your own. Perhaps you've always wondered about agile development, internal audit, talent management, or performing to a quota.

There are people in this cohort who can share their expertise around areas of the business you have yet to be exposed to. Take advantage of their knowledge!

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 THREE

Communicating Across Levels - Wednesday, December 17, 1:00-3:30 pm ET

To lead effectively, you must communicate effectively. Regardless of the title you hold, you're a leader in your organization. So, in what ways do you need to up your game in order to be a great communicator? Take time this month to watch yourself and others in action. Take note of:

- Someone whose communication style you admire. What would you like to emulate?
- How well your messages are being received. What clues are you receiving that communications occurred?
- The ease with which you communicate across levels in your company. What makes it easy or hard?