PROGRAM OVERVIEW

Leading Remote Teams *Through Influence*

B. Kim Barnes

THE INFLUENCE GURU

Practical ways to increase your influence effectiveness with teammates and leaders who are located in other geographic areas.

Many people participate in teams with colleagues spread across the globe. In addition to the skills required for effective team influence, they face the additional challenges of differing time zones and cultures. In this program, we focus on practical ways to increase your influence effectiveness with teammates and leaders who are located in other geographic areas.

You will practice influence behaviors that you can use during team meetings as well as one to one. You will develop ways of using virtual media effectively when you cannot meet in real time.

As a participant, you will

- Develop and practice a variety of influence behaviors that can be applied both virtually and in real time.
- Establish clear and powerful influence objectives.
- Design and practice effective meeting processes that enable mutual influencing.
- Choose appropriate behavioral tactics for team influence opportunities.
- Develop greater cultural sensitivity related to influence behaviors.
- Make good decisions about when to use real-time media and when virtual tools can be useful in influencing others.

Influence does not change over distance. What changes is how much of it survives the trip.

FORMAT

Delivered in two virtual sessions with pre-work. Before the first session, participants identify an important opportunity to influence within their own remote team in the next two to three weeks, and make notes on it. That real opportunity becomes the working material for the rest of the program.

Session one

- Introduction and overview: objectives, the learning journey, norms, introductions.
- Positioning the program: definitions of influence and power, and why this matters for your role, team, or organization now.
- The nature of teamwork at a distance.
- The influence framework and the behavior model.
- Influence behavior surveys, review, and first skill practice.

Session two

- Influence application: objectives, framework, planning, and rehearsing your own opportunity.
- Choosing tactics for virtual and real-time settings.
- Cultural difference and its effect on influence behavior.
- Designing meeting processes that let influence run in both directions.
- Next steps and application planning.

B. Kim Barnes

Founder of **The Influence Guru**, Kim Barnes is a coach, facilitator, and author with more than forty years of experience in leadership, influence, and organization development. She was a founder and, for many years, CEO of Barnes & Conti Associates, and developed or co-developed programs including *Exercising Influence*, *Inspirational Leadership*, *Intelligent Risk-Taking*, *Consulting on the Inside*, and *Managing Innovation*. She is the author of six books, including *Exercising Influence* (Wiley) and *Building Better Ideas* (Berrett-Koehler). She works with enterprise companies, government agencies, small businesses, and individuals from the San Francisco Bay Area.

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