

Maxwell Executive Leadership Podcast
Your Hosts: Chris Goede & Perry Holley

Episode 224 – Learner Guide
How to Become a Person of Influence (Part 1)

Episode Overview:

Leadership is influence, not your position or title. How do you develop your influence and raise your leadership lid? The "Law of the Lid" says, your ability to lead (influence) will determine your effectiveness in everything you do.

How do you INCREASE your influence?

In the INFLUENCE acrostic there are nine (9) lessons for developing your personal influence and today we want to look at the first four (4). Next week we will do the remaining five (5).

Learning Points:

I is for INTEGRITY. You build relationships on TRUST. This means your walk matches your talk. You are honest. You have high character.

Walk Matching Your Talk, Consistency!! No integrity - No Influence!! Words & Actions Must Align

N is for NURTURING. You care about people as individuals. To nurture means you not only care, but you also grow, protect, and develop. More than Caring!!

Nurture others like you care for a plant
Empathy - to better understand

F is for FAITH. Do you believe in people? You can tell when someone believes in you, and you usually raise your own self-concept when you know others believe in you.

Belief = you will raise your game when you feel someone believes in you. Speak to vs. Speak INTO the

L is for LISTENING. I doubt you can find a truly influential person who is not a good listener. Listening is the #1 way you show someone that you value other people. Practical ways??

We need to listen intently = to learn. Interested, interesting, be curious. Increase ability to ask good questions. Remove distractions.

Notes:

5 Levels of Influence (1) Position (2) Permission (3) Production (4) People Development (5) Pinnacle (Respect)

Episode 211 – Learner Guide
12 Choices Leaders Make to Fuel their Influence

Episode Overview:

When we teach that leadership is influence—nothing more, nothing less—this generates questions from those trying to grow as leaders. They often ask, “How do you grow your influence?”

People are watching your actions, reactions, interactions, and behaviors. Every follower is trying to determine if they want to give you PERMISSION to influence or lead them. This is Level 2 of the 5 Levels.

Learning Points:

12 choices leaders make to impact their ability to influence

Help Your Influence Hurt Your Influence

1. Ask Tell
 ↓
 Good leaders ask questions
 Tell - all about me not us

2. Focus Distracted
 ↓
 Focus on the current situation
 Distracted speaks no value

3. Neat Messy
 ↓
 Organized prepared
 Messy - appears unorganized

4. Talk Yell
 Hearing your voice is more
 profound than what you're saying.

5. Measured Rushed
 Measured - thoughtful, precise

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Episode 225 – Learner Guide

How to Become a Person of Influence (Part 2)

Episode Overview:

Leadership is influence, not your position or title. How do you develop your influence and raise your leadership lid? The "Law of the Lid" says, your ability to lead (influence) will determine your effectiveness in everything you do.

In the INFLUENCE acrostic there are nine (9) lessons for developing your personal influence. Last week, we discussed the first four (4). This week we discuss the remaining five (5).

Learning Points:

U is for UNDERSTANDING. The key here is to become more "others oriented." When you see things from others' point of view, you create more empathy and compassion.

Others Oriented Check in frequently for understanding.
Don't accept the "fluff" answers.
Tells me you're for me.

E is for ENLARGING. Helping others become bigger. This means helping people fulfill their full potential. Are you helping them grow and develop to become more?

Share what's relevant to their life, enlarge their scope of personal growth. Not delegate - enlarge exposure, experience, influence.

N is for NAVIGATE. Assisting others through difficulties. Everyone struggles from time to time. It could be with work issues or personal issues.

You need to know what they're going through to help them get through it. Empathize not sympathize.

C is for CONNECTING. Initiating positive relationships. The key word there is **INITIATE**. If you hope to grow your influence with others, you can't sit back and wait for others to initiate connection with you; you need initiate connection with them.

Take time to connect and learn about what you value and what motivates them. Connect through Adversity.
Touching their "heart" first.

E is for EMPOWERING. Giving them the power to lead. The "Law of Empowerment" says, secure leaders give power to others. Do you want to see it all work without you or because of you? An insecure leader will have trouble letting go of their power and doing the things necessary to see things work without them.

Perfect fit for Level 4.

Make Sure Your Motives Are Pure When Attempting to Increase Leadership.