



FOCUS ON INFLUENCE

IMPROVE YOUR INTERPERSONAL INFLUENCING SKILLS

Designed for individuals who wish to raise their mastery of interpersonal skills to a higher level, this course is about developing personal insight, flexibility of approach and the ability to achieve goals with others, whilst at the same time maintaining or enhancing positive relationships and trust.

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The 21st century organization works with loose, team-based, project driven and often remote structures that require people to be more pro-active and personally competent in order to reach their objectives.

People often have accountability but no direct line authority. They are expected to get results from others, who may work for a different organization, or are located in a different part of the world. Command and control doesn't work – the ability and flexibility to influence in a range of (cross-cultural) situations is required.

Focus on Influence was designed by Learning Consortium and has been the the main interpersonal skills program in Philips Electronics and NXP Semiconductors for years. The program has been delivered across a wide variety of different cultures and is usually perceived as the perfect mix of deep and solid learning, and a great experience. Other companies using this program or a customized version of it are Randstad, NXP Semiconductors / Freescale, Umicore, Damco, AXA, Omron, Flint, Airborne and others. Although the program is well established and was born more than 20 years ago, the program has been thoroughly modernized to fit the needs of new generations entering the workplace.

KEY OUTCOMES

Upon completion of the program you will:

- have increased your flexibility in using your influence behaviors in different situations, as a manager and/or with peers, direct reports, external clients and suppliers etc.
- understand how others experience your influence behavior
- know what you could change to increase your effectiveness
- be able to apply a simple yet effective behavioral model
- have acquired insight into interpersonal behavior and its impact
- continue your development at home and at work

OUR TEAM

Focus on Influence is always facilitated by two senior trainers/coaches who have extensive experience in global businesses themselves.

WHO BENEFITS?

Focus on Influence is targeted at individuals who want to increase their effectiveness in working with others:

- Managers who want to get their team to do things because they 'want to' rather than 'have to'
- People accountable for results but with no formal authority
- People dealing with customers, suppliers, contractors and partners, both inside and outside their organization
- Technical specialists and professionals who have no line authority but rely on influencing stakeholders
- Individuals who want to master how to present their ideas, build positive working relationships, and deal with people at all levels of the organization

OUR APPROACH

Prior to attending the workshop, all participants complete an on-line 360° Impact Behavior Questionnaire that gathers information on personal influence behavior. The residential workshop is an intensive environment where participants use exercises, simulations, personal and video feedback, and reflection to provide rapid and focused learning. This practical platform enhances the learning experience, leading to direct application into real life and work situations. We do not believe in trainers teaching people how to influence. Our trainers/coaches help you to discover, enrich and strengthen your personal style of influencing.



The workshop is mainly experiential, allowing participants to examine the impact they are currently having on people, and to compare that impact with the impact they would like to have.

COURSE FLOW

We bring participants together for 3 days off-site. Groups of max. 12 participants are facilitated by two senior trainers/coaches. Each participant receives personal coaching from one of the trainers.



**Frank
Gärten**

Frank Gärten is a Netherlands-based business speaker, facilitator and trainer, specialized in 'clear conversations at work'. He has a specific expertise in communication and cooperation with people from different cultures. Frank is author of 3 books and provides lectures, public speaking and workshops across the globe. His workshops are full of practical tips that can be applied tomorrow when back at work. Frank has many years of experience as project manager, commercial manager and general manager in international businesses. With a PhD in Physics he can quickly connect to the work context of technical specialists, as well as senior management. With an open and enthusiastic style, he confronts people and supports them to increase their impact.