

Owning the Source of your own Power

- Reflect on yourself as a person and a leader: What do you think are your individual sources of power?
- How do you think the people around you would experience your use of power? What feedback would they give you?
- Discuss an experience where you achieved a desired, good, or great result through impact and influence. **Unpack:** what skills, attitudes, ways of relating, communicating, preparing etc. did you use? What worked and why?
- Discuss an experience where you had no positional power but had to achieve a result through impact and influence but did not get to the outcome you would have wanted. **Unpack:** what was missing? What didn't work and why? In looking back, what would you do differently and why?
- Have your peer group identify your "Powers of Impact" – what powers do they see in you? Something in your voice, posture, eyes, facial expression, attitude, sense of humour, clarity, etc.? Any of the Microsoft competencies listed stand out? Do you know you have these powers? How can you use them more in situations of Impact and Influence?