

## How to Influence Change without Hierarchical Power – L2C/G4C

- Decide on a communication medium, will this be an informal discussion or a written paper. Within your organisation do you have a process, an online forum, directors meetings, team focus groups?
- Not every great idea is taken forward in the first instance, perseverance is key. Try to change the approach/audience if first unsuccessful, do not give up without good reason.
- Have the end in mind, what do you want to achieve, where has this worked before, research successful stories of similar ideas.
- Answers not questions – know the value.
- Engage others in the development of your idea, having many people on board will make it easier for your voice to be heard.
- Gain trust and respect from your colleagues and peers, listen to what has gone before you and take this on board.
- Build relationships, a simple call, email or discussing your idea at networking events could mean you meet someone who is able to offer advice or experience.
- Be confident and believe the change you are making will create a positive impact
- Work with others around you, understand their strengths and weaknesses, do you have a change that would make your colleagues job easier? Collaborate to get the best out of all of the team.
- Be willing to change, if there is resistance a change in your approach could make a difference, be willing to compromise.