

## Influencing Leadership: a key practice for business success

An 'influencing' style of leadership can help align the organisation, culture and technology of your business so that you can achieve your full performance potential and get results.

Influencing Leadership can address the following problems:

- High-performing teams produce great results wherever they operate. But all too often highly skilled individuals don't coalesce into high-performing teams, leading to waste of resources and costly failure to achieve business objectives.
- Businesses big and small sometimes work against themselves without realising it. Tell-tale signs include a chronic failure to meet business targets and a growing frustration among key personnel, both of which can spiral a business into decline.
- Stresses and strains develop in organisations where people are confused about the 'how' and the 'why' of processes and objectives. This can lead to imbalance and constrain business performance.
- Business leaders would value greater understanding of how their business, their industry or the larger economy is evolving, and therefore how they are might exert effective influence and prevent being taken over by events. Some simple yet effective tools emerging from multidisciplinary research under the broad heading of 'complexity science' are too often ignored.
- Traditional 'controlling' styles of leadership continue to be used even when proved ineffective, and are not challenged or changed to more effective 'influencing' styles.

Mike Duncan is widely experienced and successful in the practice of Influencing Leadership, for large and small businesses as well as for individuals seeking to improve their skills.

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