



# PERSONAL IMPACT PROGRAMME

**This programme** comprises two parts, usually as 2x2day modules:

## **Part 1: Developing Personal Impact capability**

The main thrust of the workshop is to get rid of the anxieties that get in the way of powerful self expression. Additionally, participants apply this learning to their own cases to provide the working context for this new found strength of expression. A simple model is used to help structure any proposition and to maximise the impact of winning hearts and minds.

## **Part 2: Impact Applications skills**

This module develops the skills to strategically influence and achieve the outcomes required, as well as providing change and facilitation tools and techniques in support of this aim.

This part of the workshop requires participants to know their own Influencing Styles (get your 'Influencing Styles Report' from [www.impactintelligence.com](http://www.impactintelligence.com)) as the basis for understanding and broadening their influencing styles repertoire.

Video feedback is used throughout the programme to aid understanding and learning.

## **Participants' Feedback**

### **Module 1**

- ☆ *More able to come across well in meetings and presentations*
- ☆ *Improvement in vocal power and engagement*
- ☆ *Confidence and inner belief*
- ☆ *More awareness of how I come across to others especially nonverbally*
- ☆ *Willingness to take charge of opportunities*
- ☆ *Willingness to sell myself*



### **Module 2**

- ☆ *A lot of the tools to help structure engagement.*
- ☆ *The elevator pitch – as is quite a powerful introduction.*
- ☆ *An increased awareness of my ability to use different styles to influence.*
- ☆ *Force Field Analysis to breakdown tasks to identify constraints and our ability to change them.*
- ☆ *Influencing styles – to be more aware of different styles and when to use them, and my impact on others.*

**Clients** include: Government; Diageo; HBOS; Kraft Foods International;  
United Nations

**Ian Keenan** is a change facilitator coming from a sales and marketing background at Director level in the corporate pharmaceutical industry. After a Principal Marketing Lectureship at the University of Greenwich, he developed a pragmatic approach to leadership and management development with corporates such as Whitbread, Esso and Chloride as well as Government Departments, both in the UK and globally. In addition to his first degree, Ian holds a Diploma in Counselling from Oxford, and is an accredited Myers Briggs coach.

**Garth Spiers** is an organisational psychologist, retained by humanitarian and commercial sectors such as United Nations, Red Cross, Disney and BT. He holds an MSc in psychology, operational research & mathematics. He has a Diploma in Chinese Medicine and for a few years was a professional actor. He is Principle Director of Garth Spiers Associates.