

# Leading by Influence

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*Adapted from the forthcoming book: The Talent Advantage: How to Attract and Retain the Best and the Brightest by coauthors Dr. Alan Weiss and Dr. Nancy MacKay, published by Wiley.*

Leading by influence is about getting people to say yes. It is a vital leadership activity to enable you to achieve your full potential and accelerate business results.

Here are six strategies to enhance your ability to lead by influence.

## **One: Minimize Ego-talk**

1. Being judgmental
2. Looking good
3. Being right and making others wrong
4. Control freak and/or avoiding control
5. Blame game. Defensiveness. Stonewall. Contempt/Sarcasm

## **Two: Master Your Emotions**

1. Be aware of positive and negative emotions
2. Move your body
3. What else could this mean?

## **Three: Stop Telling People What to Do**

1. Ask questions
2. Provide feedback
3. Delegate

## **Four: Use Peer Pressure**

1. Enhance credibility through research
2. Be specific about the peer group
3. Get the evidence. Avoid over-use of position power

## **Five: Be an Exemplar**

1. Share experiences
2. Walk the talk

## **Six: Be Externally Focused**

1. Identify your top 20 list
2. Build relationships of trust and candour
3. Create a sense of urgency

