

Guidance for completing your Map of Influence

RESOURCES

You will need flipchart, coloured markers, mid-sized post-it notes, photos or images that connect you to your work and your purpose.

Ideally you get a colleague or friend to 'facilitate' you through the process and you set a timeline of around 45 minutes, you can always come back to it.

PROCESS

This is a process that has worked for us, take it as you find it it's a frame for the creativity not an instruction!

1. Place your flipchart on a wall, landscape, this is important as it's different from how we usually use flipchart and creates a different sense of space.
2. Place yourself in the centre, use a favourite photo or make a drawing of yourself, fix this on.
3. Take a pencil and draw a line across the middle of the chart horizontally.
4. Take the post-it notes and think about all the people you connect with and there is a positive influencing relationship use a 'sharpie' pen to write each one on one colour of post-it notes.
5. Place these on the chart, the closer they are to you the greater you believe your influence to be, place those where you believe you have greatest influence above the pencil line.
6. Take the post-it notes and think about all the people you need to connect with where there is not yet a positive influencing relationship, use a 'sharpie' pen to write each one on one colour of post-it notes.
7. Place these on the chart, the closer they are to you the greater you believe your potential influence to be, place those where you believe you have potential above the pencil line.
8. Step back

On a separate piece of flipchart consider the following questions and note some thoughts

1. What seems obvious to you that you hadn't realised before?
2. From that what are your blind spots?
3. How could you leverage the areas where you do have influence to build the relationships where you currently believe you don't?
4. What are the personal, hierarchical and structural blocks?
5. Are these real or assumed?
6. How can you use your strengths to approach these blocks in a different way and who can help you?
7. Now go back to your map and move the players around based on what you think you can shift.
8. Commit to action

SENSE CHECKING

We always suggest that you get someone who knows you well, to challenge you around where you get to. Equally this is a starting point for your thinking not an end point. Make some changes, revisit the map, think again and repeat.

Finally 'reading' this in conjunction with the results of your responses to the Push Me, Pull Me questionnaire and your Transactional Analysis results can add another level of understanding.

As with everything on this Learning Space if you want to make a start and then have a conversation then that's fine too.