

INFLUENCING SKILLS EXERCISE 1: INSTRUCTIONS

1. Get a pack of playing cards
2. Take out the jack, queen, king.
3. Ace is low (1)
4. Shuffle the cards and fan them out face down
5. Each person takes a card and doesn't reveal the number on it to any other participant
6. Explain that the numbers on the cards represent a ten layer organizational hierarchy. Ten is the CEO layer, and 1 is the lowest paid/lowest grade layer.
7. Ask people to walk around the group introducing themselves to each other acting the number on the card they have in their hands. (They still don't reveal the card number to anyone else).
8. Thus someone with a 10 card introduces him/herself as if she were a CEO equivalent
9. Someone with a 1 card introduces him/herself as if she were a low-level something.
10. Make sure everyone introduces him/her self to everyone else. (You need about 15 people for this to make any sense).
11. When they have done this and still without revealing their card numbers ask people to sort themselves in order to make a line. They do this by judging what level they are in relation to each other by the way they introduced themselves. When they are all lined up ask them to reveal their cards to each other. Invariably they are in number order.

INFLUENCING SKILLS EXERCISE 2: INSTRUCTIONS

This is a pairs exercise. 1 pair acts and everyone else observes.

1. Get a pack of playing cards
2. Take out the jack, queen, king.
3. Ace is low (1)
4. Shuffle the cards and fan them out face down
5. Designate one of the pair as the manager, and the other as the employee
6. Each of the two people take a card and don't reveal it to the other.
7. They then participate in a dialogue as follows, acting the number on their card (see above).

Manager: Hello
Employee: Hello

Manager: You're late
Employee: I know

8. Observers then guess the number on the manager's card and the employee's card (by virtue of the way the participants have acted the dialogue. (Again it's easy to guess).

Learning points on both these e.g.: You can 'act up' your influence level as necessary (and also down). People recognize and respond to the level you're acting at not what you're actually at.

Thanks to Jo Ellen Gryzyb of The Impact Factory. I played these exercises years ago when I went on one of her influencing skills courses. <http://www.impactfactory.com/>