**Leading with Influence Programme**

**Implementation Plan**

*- to be used as a guide -*

**1. REFLECTION**

Key take-ways, nuggets and personal learnings from each module:

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| **Module 1: EQ and the Delivery of Results** |

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| **Module 2: Communications that work** |

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| **Module 3: Leading & Embracing Change** |

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| **Module 4: Strategy, Culture & Agile Delivery** |

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| **Module 5: Influencing without authority** |

**Key personal strengths**

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**Key areas of development (and why)**

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**Key expectations of you in your role today**

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**Key expectations for future career progression**

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**Actions**

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| Stop  Start  Continue |

**2. DELIVERING ONE OF YOUR KEY OBJECTIVES**

**Name of the objective**

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**Describe it in a sentence**

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| *A single sentence that says precisely what you are going to do – and why / the benefit. (e.g “To change the way business cases are developed and used in the organisation to ensure every marketing campaign is regarded as an investment rather than an expense.”)*  Are any further details required to explain what the objective / change actually is? |

**Desired outcomes**

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| *What does good look like? What benefits will it deliver? (narrative and numbers)*  *How will you measure success?* |

**Why is this objective/change necessary – for you, for others, for the business?**

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**Deliverables / Milestones**

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| *What key deliverables and outcomes need to be delivered by when?* |

**Priorities & Quick Wins**

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| *What are the top priorities?*  *What short-term wins can you deliver to demonstrate success? How will you publicly reward people for generating these wins?* |

**Implications**

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| *Who or what will affected by the development and delivery of this objective?*  *What are the consequences for customers, people, other parts of the business?* |

**Key Success Factors**

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| *What must be done, developed or put in place for this to be successful?* |

**Challenges and Obstacles**

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| *What are your key obstacles to success?*  *How will you overcome them?* |

**Key Interdependencies**

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| *What key things do you need from others to succeed? How will you ensure you get them?*  *Do others see the need for this and the importance of acting now? If not, why don’t they and how will you help them to embrace the importance?* |

**Stakeholders**

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| *Who are your key stakeholders?*  *Are they currently for, neutral or against the delivery of the objective? Why?*  *How will they be affected by this objective/change?*  *What must you do to get and keep them onside?* |

**Immediate actions**

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