



# THE CONTACT ZONE™

WORKSHOP & BOARD GAME

## POWER AND INFLUENCE

When managers rely less on position power and more on personal power, they have greater capacity to influence others. This is especially important in leading high performing teams and when the use of position power is limited. The productivity of your organization will increase dramatically when those with position power know how to connect with others in a way that generates commitment rather than passive compliance. When a team is committed, the result is added discretionary effort, collaboration and innovation that strengthens the entire organization.

This workshop shows participants how to develop personal power and relational intelligence in order to generate greater influence. As participants work with the antidotes to limiting power patterns, they develop greater resilience, sustainable impact and positive contact with others. These capacities are foundational for anyone using position power in an organization or for advancing to a higher level of leadership.

### VALUE PROPOSITION

When leaders and other key players know how to identify and disarm specific negative power patterns, they have greater personal leadership power. This generates higher performing teams and increased productivity. This increase in effective use of power not only reduces negative relationship dynamics, but also contributes to greater adeptness with complex organizational challenges.

### METHOD

Through increased awareness, practice and peer feedback, participants recognize their own power patterns and what to do about them. They identify reactive or disabling patterns such as domination, over protection, micro-managing, defiance or excessive compliance. These behaviors are then linked with the corresponding relational antidotes such as respect for differences, clear accountability, personal responsibility and visibility.

The Contact Zone™ Board Game is a central feature of the seven-module workshop. It is a practice based game that relies heavily on interactive feedback. The game is played in the morning and again in the late afternoon, giving participants a chance to quickly apply and demonstrate new learning.



### OUTCOMES

- Recognize personal power patterns
- Develop clear alternatives to behaviors that limit personal power
- Address and manage difficult interpersonal situations
- Increase ability to give and receive specific, thoughtful and appropriate feedback using behavioral criteria
- Build relationships that rely more on positive influence and less on position power.

### ADDED COMPONENTS

To ensure ongoing learning, additional worksheets, planners, laminated job aids and laminated, pocket-sized quick reference guides with tips from the game are also available.

This workshop and board game can be customized to address specific challenges to your organization or team. A custom-tailored compilation of “best practices” can be developed by gathering creative input from participants as they go through the training.