



## **Electric Boat Management Association**

### **Influence and Pervasive Leadership Workshop**

Facilitated by Thad Henry, Leadership Development Consultant

#### **Workshop Summary:**

Pervasive Leadership will overview paradigms that characterize how workers participate in the leadership process or management culture of a team, division or organization. The workshop will review different leadership styles that are often used to lead a team while identifying forms of influence that are more likely to encourage members of the team to contribute to problem solving, quality control and operational and performance efficiencies. The workshop will also address how an employee can contribute to the team in effective ways while working under different styles of leadership and forms of influence.

Pervasive Leadership focuses on how anyone can impact the team's culture, and offers positive ways to influence peers, subordinates and supervisors. Workers often straddle a chasm between feeling disempowered, victimized and discouraged when faced with difficult situations resulting from a challenging workforce environment, to being empowered, highly effective and energized from a team that is high-performing and progressive. Regardless of the workplace situation, any employee has the ability to participate in the leadership process.

Pervasive Leadership provides a clear context for how one can view their role and place in the workplace, and how they impact others on the team. In the modern organization, high-performing teams rely on every member of the team contributing to the goal of the team. The old model of 'leadership at the top' is being replaced or flanked with leadership that is an inclusive process among all members of a team—and leadership that is pervasive throughout the organization that has a critical mass of effective behaviors and styles.

#### **In this workshop, participants will:**

- Review leadership styles and the different impacts those styles have on the organization.
- Present follower roles and styles that contribute positively or negatively.
- Review various forms of influence.
- Review examples of barriers that impede high-performing teams.
- Participate in an exercise that showcases effective leadership-follower interaction.
- Explore ways to contribute to the leadership process in positive and proactive ways.