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Influence Without Authority

Leading Across Generations in a Changing Workplace
David Liddell | Liddell Consulting Group

3

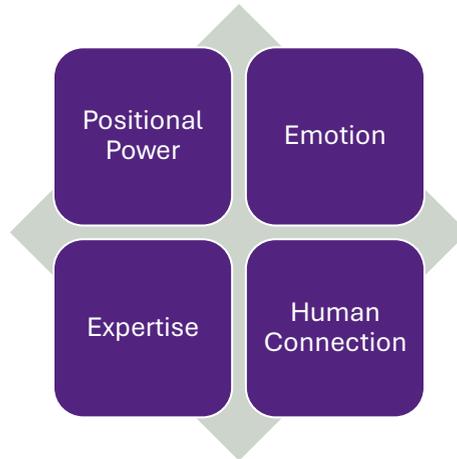


Titles alone don't get things done.
Influence does.



4

Four Components of Influence



5

Talking Points

1. Today's Workplace Shift
2. What Influence Without Authority Means
3. Generational Perspectives
4. Tools for Building Influence
5. Key Takeaways / Call to Action



6

Today's Workplace Shift



- Flatter organizations, less hierarchy
- Cross-functional and project-based teams
- Diverse, multigenerational workforce
- Success relies on influence and collaboration



7

What is Influence Without Authority?

- Leading through credibility, trust, and relationships
- Driving progress without formal power
- Inspiring others with clarity and consistency
- Aligning diverse teams toward shared goals



8

Influence Without Authority Framework



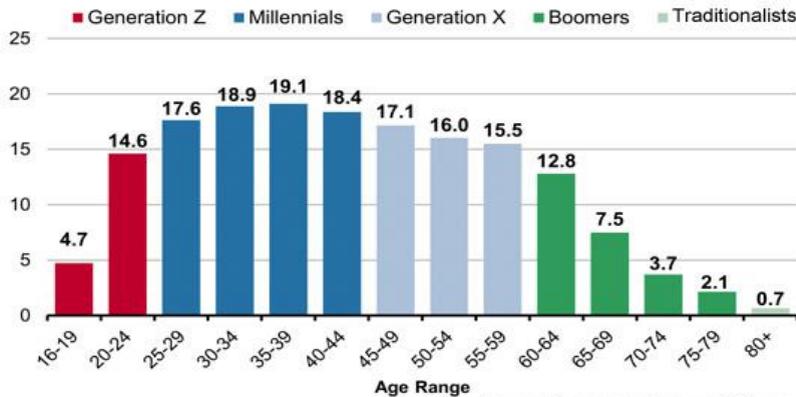
9

Five Generations in the Workplace



The Workforce in 2025

Projected size of U.S. labor force (in millions) by age, for the year 2025



Source: Department of Labor | WSJ.com



10

Appreciate Generational Perspectives



- **Baby Boomers:** Value loyalty, experience, structure
 - **Gen X:** Independent, pragmatic, work-life balance
 - **Millennials:** Purpose-driven, collaborative, feedback-oriented
 - **Gen Z:** Tech-native, entrepreneurial, values inclusivity
- ✓ Leaders must bridge expectations to build trust and alignment



11

Practical Tools for Building Influence



1. Build trust through transparency and consistency
2. Listen actively and value diverse perspectives
3. Map stakeholders: allies, blockers, decision-makers
4. Create shared wins to establish credibility
5. Communicate with clarity and empathy

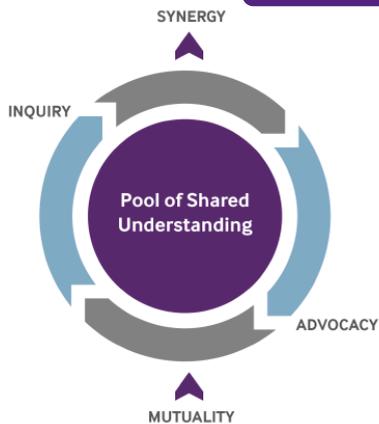


12

Communicate with Clarity and Empathy



Human Connection



Mutuality..... Establishing an atmosphere of unity, trust, mutual respect, and goodwill.

Inquiry..... Encouraging others to disclose their point of view and/or inner experience.

Advocacy..... Disclosing our own point of view and/or inner experience

Synergy..... Collaboratively arriving at a win/win outcome.



13

Key Takeaways

- Leadership today is less about titles, more about influence
- Generational awareness strengthens collaboration
- Trust and credibility form the foundation of influence
- Practical tools empower leaders at all levels
- Everyone can lead from where they are



14

Where Will You Lead Without Authority?



Leadership isn't reserved for titles—it's available to anyone who chooses to step up and influence.

Where will you lead without authority tomorrow?



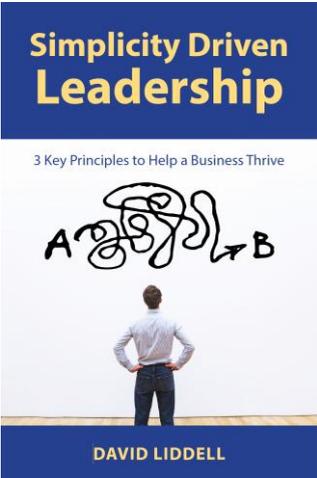
15

Q&A



16

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Simplicity drives success.



17

Thank You for Your Time!

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18

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