



INFLUENCE

THE 5 BEST REASONS TO BE

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CONTROLLING

COMMANDING

1

NEW TEAM AND/OR TEAM MEMBERS

Until you know the skill, confidence and initiative levels of any member of your team, you will likely have to be more direct in how you influence them. You can give trust right away but, depending on whom they have worked for in the past, it may take time for them to trust you.



1

VETERAN TEAM

When you lead a veteran team, there is a chance they have more experience and knowledge than you do. Let them put that to work. This is especially true if the team is well established and you are the "new guy."



2

NEW TASK

If your team has never done a particular task, you probably need to be more directive and involved in the "how" of doing it.



2

ESTABLISHED TASKS

If the work is routine and the team has been doing it for some time, you don't need to control them—the biggest issue here is complacency and boredom.



3

PROCESS MATTERS

If you have a very specific process with sequential, technical or regulatory elements to it, you might need to be more controlling. This element will compound the effects of "New Team" and "New Task."



3

PROCESS DOESN'T MATTER

When your focus is the outcome not the process, this is a great opportunity for innovation. This is especially true when you also have an experienced team and/or established tasks. Use indirect influence here and watch productivity and motivation soar.



4

EXCESSIVE RISK

When the only way to mitigate or eliminate high risk is your involvement, you must be more controlling. This can have the added effect of building trust in your team when you show your willingness to expose yourself to risks.



4

REWARDS

When the rewards for successful completion of the task or mission are high, a commanding style will let the team fully participate in getting there and appreciating the outcome more.



5

A NEED TO STRESS "HOW"

If your experience or your expertise tells you that there is a specific or "best" way to do something, you might have to be more controlling with your team to ensure it is done exactly "how" you want it done.



5

KNOW HOW + KNOW WHY

When your team knows how to accomplish assigned tasks and they know why they are doing it, you can lead and influence with an indirect (commanding) style. Get my book *Leadership in Balance* to learn more <http://bit.ly/LiB1415>

