

Influencing Strategies for HR Professionals: How to Get Yourself Heard.

Kathryn C. Mayer

This intriguing seminar is based on research that was originated by Joel Deluca at Yale in the 70's and tracked successful individuals in large organizations for two decades. Studies show that there are clear characteristics which distinguish professionals who achieve positive impact on a large scale from their less influential counterparts.

You will work in teams to recommend a preferred course of action for a number of common influence scenarios such as when to present ideas in a group meeting and when to approach individuals. Compare your recommendations to those provided by successful leaders who were cited as having achieved exceptional results. You will have a clear understanding of the techniques, mindset and patterns of successful individuals at all levels.

This seminar has been used to develop leaders around the world including: MBA programs at leading business schools (such as Wharton), multinational organizations, and key government agencies.

Benefits

Individuals:

- Develop a positive view and a practical approach around how to influence and advance their careers in an ethical manner
- Improve the acceptance of new ideas within your organization.
- Identify actions that will mobilize resources within an organization.
- Avoid the common mistakes which are made in today's complex and competitive corporate environment.

Organizations:

- Part of an organization change strategy to create an environment of positive and ethical influence
- Improve the ability of HR professionals to influence the organization
- Enhance the perception that HR professionals are leaders within the organization

BIO: Kathryn C. Mayer

Ms. Mayer founded KC Mayer Consulting, Inc. in 2003 to provide sophisticated and customized leadership development solutions for Fortune 100 to 1000 companies to drive their efforts to attract, develop and retain emerging and high potential business leaders. KC Mayer Consulting works with clients in the United States and Europe in competitive industries ranging from investment banking to pharmaceutical, with a special emphasis on women in the workplace and diversity issues. KC Mayer clients include Credit Suisse, Citigroup Europe, Merrill Lynch, Symbol Technologies, Glaxo Smith Kline, Henry Schein, Smith College, United Entertainment Media, Price Waterhouse Coopers, and Selective Insurance, among others.

Ms. Mayer has a proven 20-year track record of coaching business professionals, guiding companies through transformative change, and designing learning systems to transition professionals into new roles, develop leaders, enhance team dynamics, strengthen core competencies, and change behavior.

She began her business career in the highly demanding and competitive investment banking and business consulting industries where she honed her unique approach to leadership and developed a proprietary strategic

leadership model called Collaborative Competition.[™] Ms. Mayer's vision of competition offers clients a strategy to maximize the value of their greatest asset—human capital—to the fullest potential by building on strengths and through collaboration, developing areas that need improvement. It is a win-win strategy. Ms. Mayer wants everyone to find their competitive sensibilities and calibrate them to their greatest competitive advantage. Ms. Mayer's passion for competition dates back to her career as a ranked junior tennis player. She was a top ranked amateur tennis player for 25 years. This is where Ms. Mayer first discovered the power of learning from your competition rather than fearing it.

She has recently completed a book on how women can succeed in the most competitive industries and enjoy it, *Collaborative Competition™: A Woman's Guide to Succeeding by Competing*. Kathryn has interviewed successful and powerful women around the country.

She holds certifications in Myers Briggs, Covey's Seven Habits, FIRO-B, Personal Profile System, Political Savvy, The Center for Creative Leadership's Benchmark Instrument, The Actors Institute Coaching Program, the Birkman Instrument, and Citigroup's 360-degree feedback instrument.

She received a BA in Sociology with Phi Beta Kappa honors from St. Lawrence University and earned an MS in Counseling Psychology from SUNY at Albany. She has taken courses in the *Workplace Learning Institute* at Columbia University and seminars in *Executive Coaching and Advanced Executive Coaching* at New York University.