

Facilitated by:



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Studio abstract:

Studio abstract: Regardless of your status or role within your organization or community, you have some amount of influence on the people and systems around you. To be a purposeful leader from any position means to understand the ecosystems around you and to harness your authentic self to spark meaningful change.

Instructions:

Use these prompts and the space provided to better understand your sphere of influence and adopt a leadership mindset. Share your thoughts with colleagues afterward or save them for your own reference.

- 1** Think back to a time at work when you felt stuck or unable to influence an outcome how you'd like. Jot down some of the ways that situation made you feel and the dynamics that made you feel that way.

- 2** Now imagine your "sphere of influence": List or map the people you consider peers, those who hold more senior roles, and those who are more junior, both inside and outside your team. It doesn't need to be comprehensive — an outline is fine!

- How would you describe the types of interactions you have within this sphere? Are they healthy or contentious; collaborative or transactional?
- Is there someone who navigates these interactions especially well that you'd like to emulate? What is it that they do so well?

- 3** Consider what's missing from your sphere.

- Does it include people from areas like finance, operations, or human resources?
- How could better relationships in those functions improve your leadership stance?

- 4** Finally, look back at the situation you wrote about in question one.

- What new approaches would you take to influence the outcome by working differently within and expanding your sphere?