

Case Challenge Overview

Influencing Without Authority

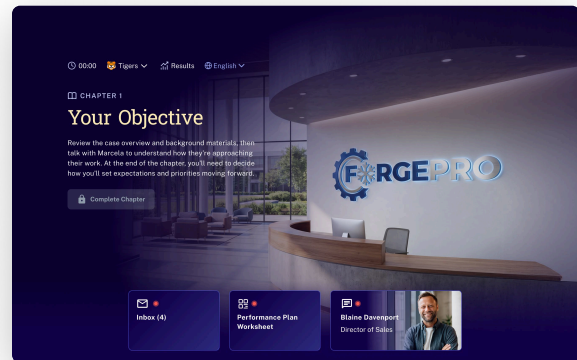
In this two-hour scenario, learners step into a politically complex, cross-functional environment where progress depends on understanding power, navigating competing priorities, and building coalitions without formal authority.

What learners will practice:

- ✓ **Diagnose Power Dynamics:** Identify formal, informal, and hidden sources of influence shaping decisions.
- ✓ **Map Stakeholders Strategically:** Understand alliances, bottlenecks, and political risk across a complex organization.
- ✓ **Design an Influence Strategy:** Build and defend a sequenced plan that advances an initiative without relying on authority.

Why it matters

When leaders mistake authority for influence, strong ideas stall and momentum fades. Influencing Without Authority equips leaders to read the political landscape, build effective coalitions, and move initiatives forward by engaging the people who truly shape outcomes.



Session Journey

Chapter 1: Introduction

You've got an exciting idea in need of cross-functional support. Before diving into organizational politics, get up to speed on you role and the company.

Chapter 2: Assessing Power Dynamics

Step into discovery conversations to gather intelligence about **formal and informal power dynamics**. You'll evaluate conflicting perspectives shaping the political landscape.

Chapter 3: Mapping Stakeholders

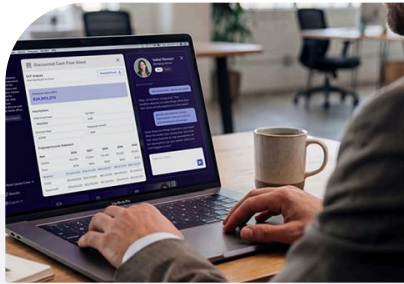
Using a **structured analysis tool**, you'll **assess support and resistance**, pinpoint alliances and bottlenecks, and **identify hidden influencers**.

Chapter 4: Articulating Strategy

You'll **design an influence plan**, taking into account sequencing, coalitions, and managing resistance, as you **demonstrate political awareness** and an **ability to influence upward**.

Dynamic, Focused, and Unforgettable

In Abilitie's two-hour **Case Challenges**, participants work in small teams to navigate chapters of a dynamic business dilemma. Guided by expert faculty, they face realistic leadership decisions, reflect on their choices, and apply new insights to build business skills through immersive, hands-on practice.



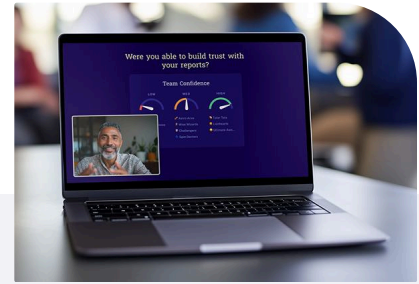
Dynamic Business Dilemmas

Participants step into realistic business scenarios, work in teams to navigate complex, connected decisions, engage with virtual stakeholders, and see how their choices shape the narrative.



Facilitated Debriefs

With guidance from seasoned faculty, participants review the decisions they made, compare outcomes across teams, and surface the leadership habits and thinking patterns that emerged.



Personalized Feedback

Participants connect their insights to real workplace challenges, identify practical actions they can use, and leave with greater clarity and confidence to apply what they learned.

Why They Work

✓ A living storyline

Decisions unfold within a continuous narrative, letting decisions play out over time and shape what happens next.

✓ A flexible, compact format

Two-hour sessions offer rich, immersive learning that fits easily into busy schedules and can stand alone or integrate into broader programs.

✓ Coaching that sticks

Faculty-led debriefs translate observed behaviors into practical, actionable development moments.

✓ Human-led, AI-backed insights

Our adaptive AI analyzes participant dialogue and decisions to deliver real-time feedback and behavioral insights.

Format Details

2 hours, instructor-led, cohort-based

8+ participants in pairs or small team

Modality: Virtual, or in-person

Facilitator: Abilitie Faculty or Certified Client-internal trainers

Propel your leaders to their potential today

Schedule time to discuss your organization's development goals with one of our experts. hello@abilitie.com