Step Up and Influence

ELEVATE YOUR INFLUENCE. ACCELERATE YOUR CAREER.

Technical skill gets you into the room. Influence determines what happens once you are there.

In today's complex workplace, smart and capable professionals still struggle to get traction. Ideas stall, and contributions can go unnoticed.

The ability to navigate stakeholders, communicate with impact and position yourself strategically is what separates those who progress from those who plateau.

Step Up and Influence is a practical one-day program that equips you with the insight, tools, and confidence to influence with integrity, insight and impact.

Why influence matters

In the working world, career advancement is often shaped less by technical expertise and more by the ability to build relationships, communicate with impact and navigate organisational dynamics.

The gap between effort and impact is real. You can be skilled, committed and genuinely good at your job, and still find yourself being talked over in meetings, passed over for opportunities, or watching less experienced colleagues get ahead.

The gap is rarely effort or capability. It's the willingness and ability to influence.

To step ahead at work, you need to know how to read the room, adapt your approach, build credibility and engage others in ways that have impact and create momentum. Step Up and Influence is designed to help you do exactly that.

This one-day program is built around three core elements: understanding yourself, understanding others, and understanding the system you operate in.

Understand Yourself

Recognise the mindset, habits and biases that may be helping or hindering your progress.

Understand Others

Read stakeholder agendas, motivations and needs so you can adapt your style and approach.

Understand the System

Navigate context, politics and organisational dynamics to position ideas well and secure results.

Is this program for you?

Step Up and Influence is for you if you are ready to:

- Understand what is shaping your impact and make more intentional choices about how you show up.
- Communicate and influence with greater confidence across different audiences and situations.
- Navigate workplace politics and power dynamics with more skill and less stress.
- Build stronger stakeholder relationships and secure better outcomes.
- Articulate your value clearly so your voice is heard and your contributions recognised.
- Broaden your impact and open up new career opportunities.

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What you will learn

Step Up and Influence blends evidence-backed frameworks, real-world case studies and practical tools you can apply straight away.

Setting the foundation
Before exploring the three-part framework, you will cover two critical foundations that underpin everything else.

- **Barriers to influence:** Most professionals are not held back by a lack of effort or intent. They are held back by blind spots, unhelpful habits and organisational dynamics they have not yet learned to read. You will identify what is quietly getting in the way of your impact.

- **The eight things influential people do differently:** Influence is not a personality trait. It is a set of learnable behaviours. You will be introduced to the fundamental concepts that the most effective influencers apply consistently at work.

1. Understand Yourself: Know what shapes your impact
Influence starts from within. Before you can shift how others think and act, you need clarity about what shapes your own responses.

You will explore the assumptions and beliefs that underpin your mindset, including how your brain reacts under pressure, change and uncertainty. You will examine the filters and heuristics that quietly drive your communication and decision-making, often without your awareness. You will learn to make more intentional choices about how you show up, so your impact reflects your intention, not your default.

The goal: influence with intent, not from habit.

2. Understand Others: Read stakeholders more effectively
People act on their own priorities, pressures and agendas. The professionals who influence well are the ones who take the time to understand what is driving others and adapt accordingly.

You will strengthen your ability to read stakeholders' mindsets, motivations, and needs, and flex your style to build genuine rapport and offer constructive challenge. You will also analyse the effectiveness of your current network, identifying the strengths, gaps, and untapped opportunities to elevate your credibility, presence, and impact with the people who matter most.

The goal: build relationships that create real alignment, not surface-level agreement.

3. Understand the System: Navigate context and politics with skill
Every organisation has power structures, unwritten rules and competing agendas. Navigating them well is not about playing politics. It is about understanding the environment clearly enough to position your ideas, secure outcomes, and create traction.

You will develop a sharper read of organisational dynamics and learn how to craft messages that land. This includes practical tools for communicating with impact: tailoring your approach to different audiences, managing your mindset and reactions, practising mindful listening, and knowing what to do when your message is not getting through.

The goal: communicate strategically so you can influence with integrity and shape outcomes.

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What you will take away

This is a practical program. You will not leave with a folder of slides you never open again. Each content block is built for real-world application. You will leave with a clearer sense of how you show up, what has been getting in your way, and what to do differently. The focus is not just on what you learn in the room. It is on equipping you with the techniques, tools and self-awareness to keep developing your practice long after the session ends.

Specifically, you will be better placed to:

- Recognise what shapes your impact and lead from intention rather than default.
- Read the people around you more accurately and adapt with confidence.
- Better build your credibility, presence and impact.
- Get your ideas heard and moving, even in complex or political environments.
- Sustain and apply these skills over time, not just on the day.

What you will receive

- One full day of practical, interactive learning.
- A copy of Step Up: How to Build Your Influence at Work.
- A personal journal for ongoing reflection.
- A 40-page workbook packed with ideas, insights and practical tools.
- Pre-course reading and preparation materials.
- Activities and techniques to apply straight back in the workplace.
- Access to ongoing learning resources post-session.

What People Say

"The course struck the right balance between best practice literature, practical tips and activities… I came away with tangible things I could do and am doing differently, with real outcomes."
Deborah Reid, Program Director, IAG

"We left the day privileged to spend time on ourselves; inspired to be ready, willing and able to grow through change, and with a new sense of courage and integrated competencies to engage and influence others."
Jo Cunningham, Strategy Consultant, Telstra

"Michelle's genuineness and authenticity, combined with many years of experience, provide an excellent foundation for the Step Up and Influence workshop."
Catherine Ferrara, Change Director, Westpac Group

"This course helped me to remember things I had forgotten and develop new strategies for engaging with my stakeholders."
Paul Bonnello, Head of Operational Risk, Framework and Oversight, ANZ

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What's Next

If Step Up and Influence sounds like the right fit, the next step is simple. Reach out to find out when the next program runs and explore whether a private group session would work better for your organisation.

Get in touch to find out more: support@michellegibbings.com.

One day is a powerful start. Some leaders want more.
Step Up and Influence gives you the foundations. If you want to go deeper, The Influential Leader is Michelle's signature multi-day program for professionals who want to elevate their leadership, sharpen their strategic influence and accelerate their impact over time. It is the natural step for those who are serious about leading with intention and making powerful, wise choices that matter.

Step ahead. Step up. Your influence starts here.

About Dr Michelle Gibbings

Dr Michelle Gibbings is an award-winning author, workplace expert, executive coach and sought-after keynote speaker who helps leaders, teams and organisations elevate their strategic influence to accelerate progress.

With more than 30 years' experience, including senior executive roles, Michelle combines practical insight with evidence-based strategies to help people navigate complexity, strengthen leadership capability and make powerful, wise choices.

She is the author of Step Up, Career Leap and Bad Boss and works with organisations across Australia and internationally.

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