

INFLUENCE SOLUTIONS

A Measurable Influence & Culture Enhancement Initiative

INFLUENCE 247

WIN PEOPLE OVER



Based on Karen Leong's pathbreaking book "Win People Over"

Includes the Influencing Style Profiling Tool

Powered by F.R.E.E.™ and R.E.A.C.H.™

ISPL's Proven, Proprietary Frameworks for Influence and its Measurement

Available as:

In-Person | Live Virtual

2 Hours · Half-Day · Full Day · Multi-Session Impact Series



Your F.I.R.S.T. Learning & Development Partner

Future-Ready · Innovative · Relevant · Strategic · Trusted

THE CHALLENGE

Influence You Can Measure Is Influence You Can Prove

Most influence training teaches a skill and hopes it sticks. Participants leave energised, but weeks later there's no way to calibrate what actually changed - for the individual, the team, or the business.

The result: influence gets treated as a soft, unmeasurable 'nice to have', and the programme is judged on how it felt rather than what it delivered.

Influence 247 closes that gap.

It pairs F.R.E.E.™ - ISPL's proven process for how to influence with R.E.A.C.H.™, ISPL's proprietary diagnostic for how well someone is influencing.

Participants not only learn the skill, they also get a baseline score, a personalised development plan, and a re-measurement that proves their progress.

WHO WILL BENEFIT MOST

Built for Anyone Who Has to Move People With or Without Authority

Senior & Mid-Level Leaders

Leading teams, stakeholders and change initiatives where formal authority isn't enough to get buy-in.

Client-Facing & Sales Roles

Building trust and rapid rapport with clients, prospects and partners across cultures and seniority levels.

HR Business Partners & L&D

Wanting a measurable capability that forges a culture of influence, demonstrating talent development ROI.

Cross-Functional & Matrixed Teams

Needing to align stakeholders, resolve friction and drive win-win decisions without direct reporting lines.

"Practical, sharp, and immediately usable.

*Our team walked out with a way to influence stakeholders who don't report to us,
and a score to prove it's working."*

Regional Sales Director, Caterpillar

LEARNING OUTCOMES & VALUE DELIVERED

What You Will Learn — and What You Will Be Able to Measure

Insightful, experiential and immediately actionable. Participants leave with clarity, a personalised action plan, and a documented R.E.A.C.H.™ baseline to measure progress against.

01

Master F.R.E.E.™

The four-step process used by intuitive influencers to accelerate the process of influence, ensuring *Favourable first impressions, Rapid Rapport, Deeper Emotional connection and effectively Exerting influence.*

02

Know Your R.E.A.C.H.™ Baseline

ISPL's proprietary R.E.A.C.H. behavioural diagnostic gives instant clarity on how you and your team fare across all five observable influence factors so you can elevate it and sustain the impact.

03

Read the Room, Every Time

Navigate power dynamics, discomfort and disengagement before they derail a conversation or a decision.

04

Leverage The Two Pillars of Influence

Balance Like and Respect to enter the Zone of Maximum Trust - where people are intentional about forging trust in simple and practical ways

05

Transform Your Relationships

Flex your influencing style to the person and situation while staying credible, consistent and authentic. Turnaround difficult relationships that matter.

06

Walk Out With a Measured Plan

Leave with a personalised action plan tied to your weakest R.E.A.C.H.™ factor - and a re-measurement date already set.

IMPACT ACROSS EVERY LEVEL

R.E.A.C.H.™ Delivers Value Individually and Collectively

For the Individual

- Greater influence across all levels
- Faster stakeholder trust
- Stronger executive presence
- Career advancement readiness
- Confidence under pressure

For the Team

- Faster, cleaner decisions
- Less re-work and misalignment
- Stronger psychological safety
- Better cross-functional outcomes
- A culture of constructive challenge

For the Organisation

- Faster strategic execution
- Reduced escalations
- Stronger talent pipeline
- Lower attrition risk
- Influence as a competitive advantage

HOW WE MEASURE INFLUENCE

R.E.A.C.H.™ — ISPL's Proprietary Influence Diagnostic

F.R.E.E.™ tells you **how** to influence. R.E.A.C.H.™ tells you **how well** you are doing it.

It is ISPL's proprietary diagnostic framework, measuring five factors across observable behaviours that can be tracked, developed and re-measured over time (at both the individual and the team/culture level).

R — Rapport & Relationships

Notifies what matters to others; listens before speaking; puts people at ease at every level of seniority.

E — Exert Influence Without Authority

Researches stakeholders, makes a clear and credible ask, holds position under pressure with evidence, not emotion.

A — Adaptive Style

Reads the room accurately, adapts language and approach to each person, stays composed under pressure.

C — Constructive Challenge

Stays open to being challenged, speaks up, disagrees respectfully, holds others accountable.

H — Harmonise & Collaborate

Seeks out differing views before aligning, puts team goals first, unifies people around shared outcomes.

How R.E.A.C.H.™ Is Measured

- **Discovery Survey:** every participant completes a R.E.A.C.H.™ self-audit before the programme. This becomes the individual baseline.
- **Impact Assessment:** the same self-audit is repeated after the programme to show measured change, factor by factor.
- **Team / Culture View:** individual scores are aggregated across the cohort to profile how the team collectively performs on each R.E.A.C.H.™ factor.

PROGRAMME AGENDA

Eight Modules Across Two Immersive Days

Delivered as a full 2-day experience by default. Every module builds on the previous creating a memorable, insight-rich and personally empowering journey that results in immediately actionable takeaways.

Pre-work: the R.E.A.C.H.™ Discovery Survey is completed by every participant before Day 1.

DAY ONE	DAY TWO
MODULE 1 : LAY THE FOUNDATION ● Set personal expectations and desired results ● Realise the advantages of being an effective influencer ● Understand the career and performance risks of not honing your influencing skills	MODULE 5 : EXERT INFLUENCE EFFORTLESSLY ● Learn how to enter the Zone of Maximum Trust ● Enhance likeability and respect through simple actions ● Gain versatility to influence a variety of personalities in different situations
MODULE 2 : STRATEGIC STAKEHOLDER MAPPING AND SELF-AWARENESS ● Clarify your career and performance goals ● Create a strategic influence map that helps you achieve the above goals ● Organise your key stakeholders and review your relationship with them	MODULE 6 : EFFECTIVE & EFFICIENT STAKEHOLDER ENGAGEMENT ● Classify and analyse the key stakeholders you need to influence ● Gain clarity on how to influence each stakeholder ● Increase engagement through rewarding relationships
MODULE 3 : PILLARS OF INFLUENCE (F.R.E.E.™) ● Understand the two pillars of influence ● Learn influencing profiles — your default style and others' ● Develop versatility across personality and behaviour types	MODULE 7 : MAKING IT REAL ● Apply F.R.E.E.™ to real work scenarios ● Evolve powerful approaches to current influencing and stakeholder management challenges ● Achieve immediate wins that open the door to big results
MODULE 4 : THE INFLUENCE PROCESS ● Understand the mechanics of yielding influence effortlessly ● Master favourable first impressions, every time ● Learn conversations that build rapport rapidly	MODULE 8 : R.E.A.C.H.™ REVIEW & ACTION PLAN ● Complete the R.E.A.C.H.™ mid-point self-audit ● Hone your confidence in unleashing the influencer within ● Set a personalised action plan against your R.E.A.C.H.™ gaps

Flexible Scoping

The above agenda will be customised to your organisation's context and time constraints.

- **2 Days Masterclass (ideal):** The complete Influence 247 experience - F.R.E.E.™ mastery, R.E.A.C.H.™ baseline and stakeholder application with personalised action planning. **Includes** the Influencing Styles profiling for all participants.
- **One Day Workshop:** A targeted delivery of select modules with personalised action planning. Does not include the Influencing Styles profiling.
- **Up to 2 hours Experiential Keynote:** Ideal to inspire very large audiences.

The programme is available in-person or virtual.

OUR METHODOLOGY

Why It Works: Action-Based Learning

Every Influence Solutions programme is grounded in our proven Action-Based Learning Methodology — a blend of training and coaching designed to produce lasting, personally relevant and commercially measurable outcomes.

30/70 Knowledge-to-Application Ratio

70% of programme time is spent applying F.R.E.E.™ and R.E.A.C.H.™ concepts, not listening to theory.

Four Integrated Modes of Learning

Theoretical Knowledge · Technical Skills · Experiential Encounters · Reflection & Realisation.

Clarity

Participants fully understand and can apply F.R.E.E.™ and their own R.E.A.C.H.™ score.

Confidence

They leave equipped to apply both frameworks with stakeholders, without hesitation.

Commitment

A personally chosen action plan tied to their weakest R.E.A.C.H.™ factor, ready from Day 1.

“What stood out was the measurement.

We didn't just feel more confident influencing, we could see the R.E.A.C.H.™ score move.”

Senior Project Engineer, Land Transport Authority, Singapore

POST-PROGRAMME SUPPORT

Sustaining the Transformation

The best programmes fail to deliver lasting results when daily pressures take over. We embed sustainability into every engagement — anchored by R.E.A.C.H.™ re-measurement, not just a reminder email.

R.E.A.C.H.™ Discovery Survey

Every participant completes the R.E.A.C.H.™ self-audit before the workshop, setting a documented individual baseline.

R.E.A.C.H.™ Impact Assessment

The self-audit is repeated 4–6 weeks after the workshop — replacing a generic reminder with a measured before/after score.

Learning Partner Arrangements

Peer accountability pairings that inspire participants to support and celebrate one another's progress.

Letters to Self

Each participant writes to their future self, delivered weeks later as a personal reminder of their commitments.

Follow-Up Coaching

Optional one-to-one coaching to address specific R.E.A.C.H.™ development gaps and accelerate growth.

Team / Culture Rollup

Individual R.E.A.C.H.™ scores are aggregated to profile the team's collective influence culture.

Let's Start the Conversation

We would love to understand your organisation's context and explore how Influence 247 — and R.E.A.C.H.™ measurement — can be precisely customised for you.

[Book a Scoping Call →](#)

[Request a Pilot →](#)

[Get a Proposal →](#)

Click any button to open a pre-filled email draft — complete or strike out the options provided.

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THE ISPL PROMISE

Structured. Strategic. Solutions-Focused. — Your F.I.R.S.T. Learning & Development Partner