

Building Support – How Do You Do That?

Discover the tactics to get others on board with your plans

Do you regularly implement new plans? Then you know better than anyone how challenging that can be. Everyone has an opinion, and change is often difficult. So how do you get everyone on board?

Changes, plans and decisions can have a big impact on employees. Think of an organisational change, new policy, or a system no one really understands yet. This is where support is the magic word – the acceptance and buy-in of a new idea or plan. Without enough support, you're heading into risky territory: resistance. It's up to you to get everyone on the same page and ensure people feel heard. And that's not something that happens overnight. In this e-book, you'll discover practical tactics to win others over and get them behind your plan.



Be clear and convincing about your idea

Informing and communicating are crucial starting points for any change process. Don't focus too much on how the change will happen just yet – start with why and highlight the benefits.

Communicate clearly and to the point

Make sure you can explain your idea in a clear and simple way – practise if needed. At this early stage, there's no need to go deep into the details. Just pick your two strongest arguments to present the idea. That way, the conversation stays focused and doesn't get lost in endless discussions.



Inspire and motivate

Your enthusiasm is a powerful tool – use it to get others moving. Focus on what motivates the person you're speaking with. If you share a common goal, say so! Use that to paint a compelling picture of the future. Describe what success looks like in vivid detail.

You could say something like:

"Imagine how much smoother our meetings would be with this dashboard. With just one click, you've got all the data at your fingertips. We'll be done in no time!"



Look for allies

Allies are people who already support your plan. You need them to build a solid foundation and grow support. Start smart – involve those who you think will back you. That'll help win over the ones who might be more resistant.

Involve the right people at the right time

Think about who in your team or organisation is likely to be most enthusiastic about your idea. Get them involved early – float the idea informally and ask for their input. If they're excited, their energy will spread.

Proactively ask if they're willing to help build support. And don't forget the decision-makers – it's smart to involve them early on too.





Be open to feedback and offer support where you can

The more you listen to your colleagues, the more support you'll build. Keep a healthy balance between achieving results and maintaining strong relationships. That's how you'll get the best outcome together

Involve your colleagues early

You can't build support without truly listening to others. It's not just about sharing your plan – it's about genuine involvement. Tap into your colleagues' experience and include them from the very start of the process.

Handle feedback well

Take the time to really hear what your colleagues are saying. Stay open-minded, ask follow-up questions, and be ready to make changes. Your idea doesn't need to be set in stone from day one. This way, it's a win-win: you'll increase support and improve the final result.

Support your people

Especially if you're a manager, it's your job to guide and support your team through change. We all know the common objections: "no time", "not the right tools", and so on. You've got the power to remove those barriers. Take tasks off their plate temporarily, arrange training where needed, and lead by example. That way, your colleagues can fully focus on embracing the change.



“We have two ears and one mouth so that we can listen twice as much as we speak.” – Confucius

Develop your skills

Ready to get others on board with ease? Then make sure your persuasion and inspiration skills are on point. Involve the right stakeholders early in the decision-making process and put your plan on the agenda from the start. Start the conversation and support your colleagues wherever you can.

Do you want to effortlessly persuade others and get your colleagues, managers or clients to buy into your vision? In our Power2Influence® training, you'll learn exactly how to do that – over 150,000 professionals have already gone before you. Under the guidance of our expert trainers, you'll learn how to maximise your impact.

Curious?

Check out the [Power2Influence®](#) training programme and see what it can do for you.



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