

# People vs. Production: Leveraging Relationships for Results Handout

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June 29, 2018*

# About Ria

- Like many, Ria faced adversity in life. Ria was sexually abused by her father from age 12 - 19, forced to play the role of his wife, and even shared with other men. Desperate to escape, she left home at 19 without a job, a car, or even a high school diploma.
- Today, Ria is a motivational leadership speaker, TEDx Speaker, and author of 10 books, including Leadership Gems for Women. Ria's background includes more than 10 years in administrative healthcare with several years in leadership and management including working as the Director of Compliance for a large healthcare organization. Ria is a certified leadership speaker and trainer.



# AGENDA



- Five ways to increase your influence with others
- How to leverage relationships to get results
- How to balance building relationships with getting results
- Two important decisions you must make to increase your effectiveness.



# Increasing Influence with Others

***“The greatest skill needed for success is the ability to get along with other people.”***

**~ John C. Maxwell**



# Get to Know Yourself



[Click here to watch Ria's 7 minute TEDx Talk on Resilience and Responsibility](#)



# Get to Know Others



# Be Humble So You Don't Stumble



# Be Humble so You Don't Stumble

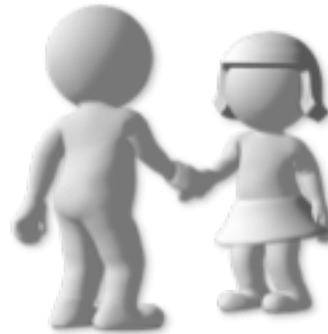
- We don't know what we don't know
  - Therefore, we must grow
- Surround yourself with people who complement you
  - No one is great at everything
  - Shine where you are brilliant
  - Let others do the same:
    - Learn to delegate



[Click here to read more about effective delegation](#)

# Building Relationships

- Intentionally add value to those around you
  - Seek out ways to give to others
  - Learn to add value, especially when it doesn't directly benefit you
  - Make connections, introductions, remove roadblocks, share knowledge,
  - Be a river, not a reservoir
- Learn to listen
  - “Squint with your Ears”



[Click here to read Ria's blog on "8 Tips to Remembering Names"](#)

***“You can impress people from a distance, but you must get close to influence them.”***

**~ Rick Warren**





# Leveraging Relationships

***“Unless a leader has an awareness of humanity, a sensitivity toward the hopes and aspirations of those he leads, and the capacity to analyze the emotional forces that motivate conduct, he will be unable to produce and be successful regardless of how often other incentives are given.”***

~ Herb Kelleher



# Solutions Start with Me

- Accepting responsibility
  - Don't place blame on others
- Ask "how?"
  - Asking "how" we can accomplish something sets the expectation that it can be done.
  - Asking "if" we can accomplish something questions the possibility that it can be done.



# People Buy-In to the Leader

- "People buy-in to the leader before they buy into the vision." John C. Maxwell
- You must have the deposits in the relationship built up before you can ask for credit from that relationship



***“Relationships capital isn’t an asset; it’s a privilege.”***

**~ Michael Sciortino**





# Balancing Relationships with Results

***“Relationships are a major key to success, whether you’re trying to sell, coach, teach, lead, or simply navigate the daily tasks of life. People go along with people they get along with.”***

**~ John C. Maxwell**



# Relationships & Results

## Relationships

- Value the Person
- Establish the Relationship

## Results

- Value the Potential
- Expand the Relationship

***“Leadership is unlocking people’s potential to become better.”***

**~ Bill Bradley**





# Two Decisions to Increase Effectiveness

# What Should I Stop Doing?

- What are my character weaknesses?
  - Some examples could be: losing temper, poor attitude, neglecting to embrace change as positive, failing to develop relationships, developing relationships for the wrong reasons, blaming others when things go wrong
- What is one thing I can stop doing that will increase my influence?



# What Should I Start Doing?

- What are my competency strengths?
  - Talents? Skills? Abilities? Where do I shine brightest?
- What is one thing I can start doing to increase my influence?



# Tips on GETTING UNSTUCK:

- How do we get "unstuck" when we find ourselves faced with a situation we know we should change, but don't want to?
  - Weigh the **benefits** of change - what will you get out of it long term?
  - Identify the **first** (or next) action step - just focus on what you need to do next.
  - Do it - take **action**, one step at a time. Back up your decision with action or it wasn't really a decision.

[Read the full article here](#)



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