



**CAHAYA MIND™**  
More success - Less stress

# Winning 'Em Over –

Gaining Buy In From Your MOC and Staff

# WELCOME!



# About Sunil

Sunil Bhaskaran

Trained thousands of Professionals to Generate Breakthrough Results since 1991

Business Expert, former Radio Talk Show Host & Speaker

Director: 1,300 member Business Networking

Leadership Trainer ~ Comerica Bank, Cisco, Compass Cares, Principal Financial Group & 1000's of small businesses internationally

Published Author ~ 2 books “The Forgiving Universe” AND “More Money, More Time, Less Stress”

# Anybody Can Master Influence

## 1. What is possible for you?

1. Transcendence – Real, Grounded Breakthrough Level Results in the Ability to Influence not just the MOC / staff
2. Transcendence – Real, Grounded Breakthrough Level Results with the larger community – more volunteers, team, fundraising etc.

## 2. What do you need to bring to the game?

1. Listening – What You Don't Know vs. What You Already Know
2. Your Coach-ability
3. Your Consistent Practice

# What we will cover today

1. Listening
  1. Key to Listening
  2. Solutions to Listening
2. Creation of a Working Partnership

## **Expectations**

- a. There is still a lot I need to learn from you
- b. I am a willing learner
- c. Today, I will present what I have seen work for thousands of other people I have coached to success



# The Art and Science of Listening

## The First Key to Inspiring People Around You

1. First key = Self Awareness. Second Key = Awareness of others
2. Your enemy = “I Know It”
3. Bias (Filter) & Narrative – the story we tell about ourselves
  1. Sometimes right... Sometimes Dead Wrong
  2. Opinions
  3. Facts
  4. Costs vs. Payoff
4. What biases come up for you with customers? Costs vs. Payoffs



# Solutions for Listening Effectively

1. Notice and Build Awareness (Bias and Story) at Much Higher level
2. Normalize - LEAP triggers and leverage points
  1. Look Good / Look Bad - Bring Understanding
  2. Experience of Certainty – Create the Pathway
  3. Acceptance / Experience of Choice – Debate vs. Generative
  4. Partnership – Declared Mutual Commitments and Systems / Promises
3. Reframe / Create New Context
  1. Create Your Own Mission or Context e.g. Discover and Serve
  2. Where to put attention: on them and you : Partnership
4. Get true commitments vs. displayed commitment
  1. Questions – customize to your situation
    1. What would you like to see happen for your business or sales?
    2. What are your challenges on the way to these objectives?
    3. What would it be like for you to resolve these challenges and objectives?
    4. Can we work together in this way to help you generate what you want?

# Partnership

1. Definition of a Partnership
  1. Declaration of commitments
  2. System in place to manage the success of mutual commitments
  3. What is at stake? Larger at stake -> 'Tighter the Partnership'
  
2. How to Create?
  1. Notice your bias in ascertaining their true commitments
  2. You may need to 'work' harder in the domain of listening
  3. Put attention on what they need if that is in integrity with you
  4. Be prepared to walk away if unworkable: stop loss



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# Summary

Listening and Asking Questions : Bias and Narrative

The Art and Science of Setting up Partnerships and Managing to Success





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# THANK YOU!

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