

8 KEY TAKEAWAYS

Strategies to Drive Influence With and Without Authority

On July 17, 2025, [Laura Miller](#) (Winston-Salem Trademark Partner) and [Colleen Bear](#) (Talent Management Senior Manager and Coach) co-hosted Kilpatrick's bi-monthly virtual roundtable discussion with in-house counsel.

Use these practical, ethical strategies to lead, persuade, and motivate—no matter where you sit on the org chart – and watch your impact grow immediately!

1

Charisma Is a Skill, Not a Superpower.

Anyone can boost their influence—just show up, listen deeply, and let your presence do the talking. Focusing on presence, power, and warmth turns everyday lawyers into magnetic advocates.

2

Walk In with Presence and Confidence.

Start every interaction—meeting, call, or hallway chat—by putting away distractions, standing tall, and giving your full attention. A confident, attentive approach signals respect, builds trust, and actually changes how others see you (and how you see yourself).

3

Show Warmth with Genuine Curiosity.

Ask about more than just the contract—show real interest in people, not just their problems. This turns “Legal” into a business partner, not just a gatekeeper.

4

Anchor Advice in Industry Trends and Peer Practices.

No one wants to miss the boat. Reference what’s happening at peer companies or in your industry to make recommendations more compelling and harder to ignore.

5

Get Public Buy-In—and Celebrate It.

Visible agreement—whether a show of hands or a roundtable endorsement—boosts accountability and momentum. Celebrate these wins to reinforce positive change.

6

Involve Others and Frame Change as Growth.

Don’t just hand down policies—invite teams to help design solutions and highlight the opportunity to become the “go-to expert.” Co-creation builds ownership, reduces resistance, and turns change into a growth opportunity.

7

Connect Legal Work to the Big Picture.

Tie compliance and legal initiatives to the broader mission: “This isn’t just a rule; it protects our clients and our reputation.” When legal work aligns with company values and goals, it’s more meaningful—and memorable.

8

Motivate with Autonomy, Mastery, and Purpose.

Drive true engagement by giving teams ownership (autonomy), chances to learn (mastery), and always connecting back to the “why” (purpose). This inspires commitment and action, even when you don’t have formal authority.

Great News: September Roundtable Now Live and In Person!

Our Dynamic Thinking for an Interpersonal Edge Roundtable, originally planned as a virtual session on September 18, will now take place in person during our third annual In-House Counsel Summit on September 25. Join us for a full day of engaging, multi-practice CLE sessions, tailored to address the real-world challenges and emerging trends facing today’s in-house counsel.

Mark Your Calendar:

Thursday, September 25
8:30 AM – 5:00 PM
Apella by Alexandria, Durham, NC

Questions? Contact [Vanessa Hardee](#) or [Randy Pulley](#) for more information.