



## LEADING WITHOUT AUTHORITY

*Leadership is No Longer a Monopoly of One Person in Charge*

*"The leader who can enlist cooperation and respect, without having to pull rank, has power of the most positive kind." – Unknown*

### Overview

Organizations are flattening. Leaders continue to have increased span of control. As a result, success in leading others without having authority or power is an essential skill in today's business world. Traditional leadership structures are becoming less and less relevant, and are increasingly being replaced with a team-based structure. The advantage of these teams is that each member brings a unique perspective and area of expertise to the table, however, no one of them has ultimate authority. As a result, any one of them can, and should, take the lead on a topic on which they are most knowledgeable, but each must also have the skills to lead without authority.

### Outcomes

Gain knowledge and/or improve your understanding, then consider the application of the following concepts:

- Advantages of leading without authority
- Characteristics of individuals who lead effectively without authority
- Four "I's" of Transformational Leadership
- Making emotional deposits with proper relationship currency
- Identify an improvement goal for leading without authority, and draft a brief action plan

Participants will also identify an improvement goal for leading without authority, and draft a brief action plan

### Suggested Training Time

4 Hours