



CULTURE AT WORK

Culture at Work Ltd
Leading Without Formal Authority:
Lateral Leadership
INFORMATION PACK

Culture at Work is a global coaching consultancy delivering coaching culture strategy programmes and ILM accredited coaching and mentoring training to organisations, with particular experience of large multinational organisations, the UK public sector, and individuals on open courses. We've trained hundreds of companies in 42 different countries and every main business language.

International speaker, writer and broadcaster Carol Wilson is the CEO of Culture at Work and a pioneer of performance coaching. Carol partnered with the late Sir John Whitmore (the founder of performance coaching and co-creator of the GROW model) to translate his work into performance coaching courses. Carol also worked at board level with renowned coaching leader Sir Richard Branson, contributing to Virgin's early success. Carol is an expert on all areas of management training, from team coaching to senior leadership.

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Leading Without Formal Authority Lateral Leadership

In today's flatter, less hierarchical workplace, influencing co-workers or higher-ranking managers can be more crucial, and a greater challenge, than motivating one's own reports.

People often have to bring about change and achieve results without having any authority over those whom they need to enthuse: temporary teams which have formed across departments, organisations or countries have to unite in chasing the success of short-term projects; some staff report to several different bosses for diverse areas of their work.

Anyone who can master the art of leading without formal authority will also hold the key to being an effective manager of people, because it is only by inspiring and motivating reports that great results can truly be achieved.



This course enables participants to:

- master the skills of leading people who do not report to them
- learn how to influence peers and superiors
- Get work done through collaboration, influence and persuasion
- increase awareness of self and the impact of one's behaviour on others
- understand the value that different approaches can bring to the whole
- acquire practical skills to engage and inspire

- *Fast-paced, challenging, practical and interactive*
- *A safe and fun learning environment.*
- *Comprehensive materials including course manual, worksheets, and course book*

Reviews from course participants

"Leading Without Formal Authority ended yesterday on a high! Feedback has been outstanding."

"This is an engaging program that will change your perception in how you lead as an individual and how to deal with complex scenarios in a productive manner."

Curriculum

- Personality preferences
- Unconscious bias
- Non-verbal communication
- Relational dynamics
- The Balance of Assumptions
- Foundation coaching skills
- Constructive conversations
- Stakeholder mapping
- Decision-making quadrant
- Kotter's 8 steps to change
- Personal action plan

Certification

ILM Endorsed
certificate



Further information

<https://www.coachingcultureatwork.com/lateral-leadership-leading-without-formal-authority/info@coachingcultureatwork.com>
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