

# Master transversal leadership

## Description

How to act to obtain the adhesion and the implication of the various actors without hierarchical link?

Beyond traditional hierarchical structures, the development of work in project mode, the piloting of networks or even the piloting of processes require specific strategies, methods and tools to develop the commitment and collaboration of a team without hierarchical link.

This is undoubtedly one of the biggest challenges for a Manager accustomed to manager in hierarchical mode. Developing your transversal leadership to convince, engage and generate collaboration requires revisiting your practices through contributions from neuroscience focused on collaboration and commitment.

Transversal leadership is an opportunity to rethink your position as a Manager and develop your skills in leading teams where the diversity of stakeholders is multiplied and where complexity becomes the norm.

How to generate engagement, inclusion and collaboration in a sustainable way and without hierarchical link? This training will bring you the keys to understanding transversal leadership, as well as methods, techniques and tools to develop your capacities to take up this challenge.

## Course Content

- The mechanisms of engagement and collaboration revisited by contributions in neuroscience
- The creation of relationships of trust and business networking
- Analysis of the position of transverse leader, its legitimacy and its assertiveness
- The development of influence, engagement and collaboration development strategies to mobilize collaborators otherwise, without hierarchical leverage
- Development of the coordination of diverse teams in matrix organizations

## Lab / Exercises

- Analysis of its ability to generate trust, commitment and collaboration in the context of transversal leadership
- Practical methods and tools, immediately applicable and allowing to develop your transversal leadership
- Sharing of good practices from companies (concrete cases)
- Practical exercises to apply the benefits of training
- Individual action plan

## Documentation

- Digital courseware included

## Participant profiles

- Any Manager brought to manage projects or develop his collaborative management techniques, in particular to optimize their management of diversity (generational, gender, etc.) in teams

## Prerequisites

- No prerequisites

## **Objectives**

- Identify the conditions for effective transversal management: from the point of view of the organization, management and employees
- Mobilize the levers of commitment and collaboration
- Develop managerial skills to engage, convince and involve different employees without having any hierarchical link
- Generate the conditions to develop collaboration in functional or matrix structures
- Create relationships of trust with different profiles of employees in cross-functional mode

## **Niveau**

Fondamental

### **Classroom Registration Price (CHF)**

800

### **Virtual Classroom Registration Price (CHF)**

800

### **Duration (in Days)**

1

## **Reference**

TEAM-LEA