

Transversal Leadership Development and Change Management

Description

In a constantly evolving professional environment, the ability to develop leadership has become a strategic asset for engaging teams and successfully driving change. Transversal leadership relies not on hierarchical authority, but on influence, trust, and collaboration. This training provides a clear framework to understand how to develop leadership capabilities that enable you to unite diverse stakeholders around a shared objective, even without a direct reporting line.

A strategic lever for mobilization and influence

Developing leadership means learning to build trust-based relationships, establish a sustainable environment for cooperation, and encourage collective buy-in. This course equips you with practical tools to identify engagement drivers, strengthen your leadership posture, and adapt your communication to multiple stakeholders. You will learn how to foster a positive dynamic, enhance cross-functional coordination, and effectively support organizational transformation.

Course Content

Module 1: Engagement Mechanisms and Collaboration

- Revisit engagement mechanisms within organizations
- Understand the contributions of neuroscience to strengthen cooperation
- Identify the psychological drivers of collective motivation

Module 2: Building Trust and Developing Networks

- Establish lasting trust-based relationships between stakeholders
- Develop strategic networking within the organization
- Promote a collaborative culture beyond silos

Module 3: Transversal Leadership Posture

- Analyze one's leadership posture without formal authority
- Strengthen legitimacy in complex environments
- Develop assertiveness and relational impact

Module 4: Influence Strategies and Mobilization Without Hierarchical Power

- Implement influence levers tailored to stakeholders
- Strengthen engagement without hierarchical authority
- Develop collaboration around shared objectives

Module 5: Leading Change

- Understand the different stages of a change process
- Identify resistance and address it effectively
- Support key stakeholders throughout the transition

Module 6: Coordination in a Matrix Organization

- Enhance coordination among teams with multiple roles
- Align objectives in a matrix environment
- Optimize cross-functional collaboration

Lab / Exercises

- This course includes hands-on exercises designed to reinforce your knowledge and apply your skills in real-world professional scenarios.

Documentation

- Digital course materials

Participant profiles

- Project managers in organizational development or transformation
- Transversal managers or team coordinators
- Department leaders or subject matter experts
- Team members responsible for projects without hierarchical authority

Prerequisites

- Have professional experience in project management or team coordination
- Understand the fundamentals of interpersonal communication
- Be familiar with collaborative work environments

Objectives

- Explore the specific characteristics and challenges of transversal leadership within your organization.
- Strengthen your transversal leadership posture by developing influence without hierarchical authority.
- Clarify roles, responsibilities, and expectations in matrix and/or project-based environments.
- Mobilize and unite stakeholders around shared objectives.
- Communicate with impact to build trust and engagement.
- Support change dynamics using constructive and empowering approaches.

Description

Transversal Leadership Development and Change Management Training

Niveau

Fondamental

Classroom Registration Price (CHF)

800

Virtual Classroom Registration Price (CHF)

800

Duration (in Days)

1

Reference

TEAM-DEV