

Lateral Leadership: Leading without managerial authority (Präsenz)

Effective leadership with competence and persuasive power

Leading without managerial authority is a major challenge, since the possibilities of a disciplinary leader are not available. The only way to be effective is by your own natural authority, active relationship management, your clarity, and your capacity to convince others in your organisation. Learn about the characteristics and possibilities of your leading role. Experience how to motivate others, to deal with resistance constructively, and to enhance cooperation by using effective leadership techniques. Gain recognition and respect through openness, convincing authority and an authentic style of leadership.

Content

Managing without managerial authority

- Assuming and defining your management role within the organisation.
- Accepting responsibility and being accountable.
- Securing acceptance and recognition in your role.
- Security regarding your new role – in the office and from your home office.
- Managing with the necessary characteristics and methods.

Setting the tone and avoiding the wrong tone

- Appropriate behaviour for your position.
- Creating professional boundaries vs. being a colleague.
- Principles of contemporary management.
- Showing appreciation for e.g. colleagues, department and entities etc.
- Appreciative treatment of employees and teams.

Effective instruments of lateral leadership

- Demanding and fostering top performance.
- Situational management: using talent, ability and potential.
- Result-oriented delegation of tasks, duties and responsibilities.
- Constructive and motivational communication – live and remote.
- Dealing confidently with resistance.

Obstacles and stumbling blocks

- Asserting yourself in difficult situations.
- Avoiding typical mistakes.
- Drawing up dos and don'ts.

Online Learning Platform

Once you have registered, you will be able to access your online learning platform, including extra materials for consolidating what you have learned.

Your benefits

This training teaches you how to lead successfully without having disciplinary authority.

- You learn to reflect your leadership competence and receive many useful practical recommendations which help you to lead with special competence and natural authority.
- You will be able to deal with your range of influence.
- You become aware of your leading role and reflect your image of yourself and of others.
- You will learn how to deal with and experience feedback in connection with your leadership behavior and style of communication.

- You start to improve your ability to influence getting things done.
- You become more self-confident in your behavior and in the execution of your leadership function.

Methods

The training consists of a mixture of input and exercises. You will actively participate in the learning process, which will help you to avoid pitfalls in real life situations. The methods used will include group work, reflection, theoretical input and interactive exercises.

Who should attend

This seminar is for those, who are new in their role as a leader, want to prepare themselves for such a role or improve their performance in order to lead without managerial authority.

This seminar is available as part of course:

[Lead to succeed: Leadership Program for international Leaders](#)

Open Badges - Show what you can do digitally too.

Open Badges are recognised, digital certificates of participation. These verifiable credentials are the current standard for integration in career networks such as LinkedIn.

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Read more:

<https://www.haufe-akademie.de/seminare-lehrgaenge/trending-topics/open-badges>



Instructor



Dr. Stefan Dobiasch

"Diplom-Psychologe (Univ.),
Sprecherzieher (Univ.), Business-
Coach (BDP), Managementberater,
Trainer. Geschäftsführer eines
Beratungsunternehmens für Führung,
Gesundheits- und
Wirtschaftspsychologie, langjährige
Erfahrung in der Beratung von
Führungskräften und Teams zur
Entfaltung ihrer schöpferischen und
kreativen Potenziale."

Training details

Training in English | Präsenz

2 days

Limited number of participants

Dates

02.-03.07.2026

München/Feldkirchen

Venue

Hotel Bauer Feldkirchen

Days & Times

Thursday, 02.07.2026

9:00 am - 5:00 pm

Friday, 03.07.2026

9:00 am - 4:30 pm

28.-29.09.2026

Hamburg

Venue

Mercure Hotel Hamburg City

Days & Times

Monday, 28.09.2026

9:00 am - 5:00 pm

Tuesday, 29.09.2026

9:00 am - 4:30 pm

10.-11.12.2026

Frankfurt a. M.

Venue

Novotel Frankfurt City

Days & Times

Thursday, 10.12.2026

9:00 am - 5:00 pm

Friday, 11.12.2026

9:00 am - 4:30 pm

25.-26.02.2027

Berlin

Venue

NH Berlin Alexanderplatz

Days & Times

Thursday, 25.02.2027

9:00 am - 5:00 pm

Friday, 26.02.2027

9:00 am - 4:30 pm

Current dates and further information can be found at www.haufe-akademie.de/36261

Participation fee

€ 1.540,- excl. VAT

€ 1.832,60 incl. VAT

The participation fee includes

- a joint lunch per full seminar day,
- refreshments during breaks, and
- comprehensive working materials.

Accommodation costs at the hotel are to be settled directly by the participants with the hotel. You will find a reservation form for hotel booking in your learning environment.

Your registration options

Online: www.haufe-akademie.de/36261

E-mail: anmelden@haufe-akademie.de

Book your training course quickly and easily online. Please be sure to enter the name of the participant and the full billing address with telephone number and e-mail address.

In our Questions & Answers (FAQ) section you will find all the answers to the most frequently asked questions about our training courses:

<https://www.haufe-akademie.de/faqs>

You can also find our detailed conditions of participation on the Internet under www.haufe-akademie.de/agb or in the overall program.

You can find the complete data protection regulations at www.haufe-akademie.de/datenschutz.

Haufe Akademie GmbH & Co. KG

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Lateral Leadership: Leading without managerial authority (Live-Online)

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Start dates

07.-08.12.2026

Live-Online

Course

zoom

Module times

Monday, 07.12.2026

9:00 am - 5:00 pm

Tuesday, 08.12.2026

9:00 am - 4:30 pm

Current dates and further information can be found at www.haufe-akademie.de/36262

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