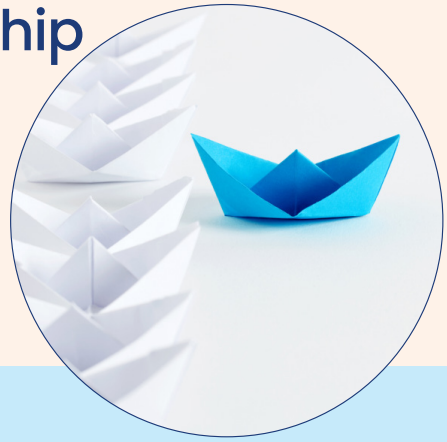
Leading without being a manager – Start changing gears in your leadership

Build increased knowledge, increase your self-awareness, get the right tools and practice practically to create a workshop of the tools so that you become confident in your role as a leader, in our training "New as a manager – Start to change gears in your leadership".



For whom?

"Leading without being a manager" – start to switch gears in your leadership is for those of you who have been given responsibility to lead, coordinate or inspire others – but without a formal managerial role. You will get a solid foundation to stand on and practical tools to handle the challenges that arise when you are expected to lead without having a formal mandate.

The training gives you increased self-awareness, support in finding your personal leadership style and tools to build trust, create commitment and lead more effectively in your everyday life.

Objectives and Purpose

Being given responsibility for leading others without having a formal management role is both an opportunity and a challenge. You are expected to inspire, coordinate and create commitment – but without the mandate and authority that a manager normally has. This training is for those of you who want to strengthen your leadership in that particular situation.

With us you get practical tools and inspiration to lead with influence rather than formal power. We focus on how you can build trust, communicate clearly and motivate others – even when you do not have the title of manager.

The training gives you:

- Self-confidence in your role as a leader without a management title
- Concrete methods for influencing and creating commitment
- Tools for clear communication and collaboration
- Strategies for handling challenges and creating results in the team
- Inspiration and energy to continue growing in your personal leadership

Together with others in the same situation, you will have the opportunity to reflect, share experiences and find new perspectives on how to lead successfully – even without formal responsibility. Welcome to a course that gives you the power to truly lead, regardless of your title.

Course content:

- My role as a leader
- Leading former employees - what should I think about?
- Self-leadership for increased self-awareness
- Leadership theory in practice
- Leading according to the individual and situation
- Communication – how difficult can it be?
- Feedback – a tool for creating commitment
- Management by objectives – my and our responsibility?
- Prioritizing the right things – for myself and others
- Effective delegation
- Motivation and commitment
- Coaching as a tool in leadership
- Creating effective teams
- Personal action plan

Location: Gothenburg, Malmö, Stockholm,
Number of participants: Maximum 14
Language: English

Format:
• Introductory digital webinar (2 hours).
• 2 + 1 days in the classroom with home assignment in between.
• Follow-up digital webinar (1 hour).

The handbook "Leader's Gearbox" is included as course material.



GearUp
LEADERSHIP

Our tools and methods

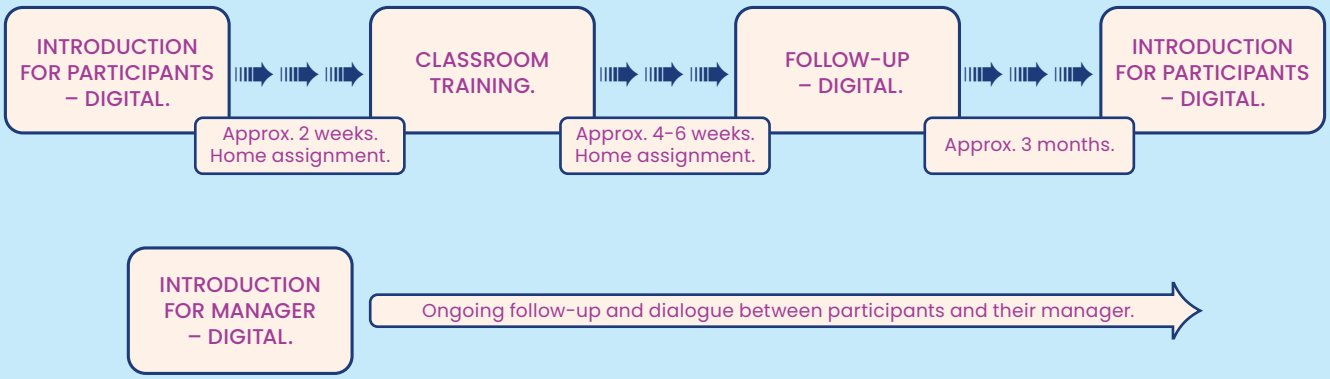
We believe that long-term learning is about having the opportunity to integrate the knowledge gained in training directly into everyday work. For this reason, we base our approach on four key components when creating learning and development, which we integrate into all our programs at various levels:

- Knowledge – facts and methods – knowing.
- Skills – being able to apply and implement knowledge in practice – doing.
- Motivation – your attitude and commitment to a task – wanting.
- Self-awareness – how an individual understands their character, motivation, emotions, and needs. Self-awareness influences all the other factors and develops as you mature and grow as a person.

We base our approach on the "70-20-10" principle of individual development. This means that typically 10% of our development comes from formal training, 20% occurs through reflection with a manager, mentor, or coach, and 70% happens when we apply the knowledge in everyday work. For this reason, we see it as important to involve participants' managers throughout the training process to create sustainable, long-term learning.

Our process for long-term learning and personal development

In our overall process, we have chosen to invite participants' managers to an optional brief introduction at the start of each program. This provides an overview of the training and offers tips on how to engage with and support their employee, as well as the ten most important coaching questions to use in dialogue with their team member.



Once again, perhaps the most important part of learning is having the courage to pause and reflect on what you have learned and the experiences that arise when you try to apply it in everyday life.

"An event without reflection remains just an event. An event with reflection becomes experience. Experience with reflection becomes insight = learning."