

# Course : Strengthen your leadership influence in a cross-functional environment

*Practical course - 2d - 14h00 - Ref. LMT*

*Price : 1590 CHF E.T.*

NEW

In a context of constant change, the ability to mobilize dispersed teams and move complex projects forward is a decisive factor in performance. This training course aims to develop influential leadership skills capable of uniting players with diverse interests, creating buy-in around strategic priorities and accelerating project completion. Through immediately applicable methods and tools, it enables you to transform cooperation into measurable results and reinforce your managerial impact in a constantly changing environment.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the specificities of cross-functional management
- ✓ Identify your own operating modes
- ✓ Identify stakeholders' needs and expectations
- ✓ Adopt a different vision of influence, its sources, effects and limits

## Intended audience

Cross-functional managers, project managers and project leaders

## Prerequisites

No

## Practical details

### Hands-on work

Self-assessment, individual and sub-group brainstorming workshops, role-playing exercises, case studies, practice-sharing workshops and feedback.

### Teaching methods

Active teaching

## Course schedule

### PARTICIPANTS

Cross-functional managers, project managers and project leaders

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 Understanding the specificities of cross-functional management

- Identify different situations
- Define the advantages and disadvantages of the absence of a hierarchical link
- Identify the different levers and support points: influence of the manager/leader, expectations/needs of stakeholders

### Hands-on work

Réflexion individuelle : description d'une situation réelle de management transversal (projet, coordination, ...). Panorama des principales situations de management transverse. Atelier : l'absence de lien hiérarchique est-elle un frein ou une opportunité ? Echanges.

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 2 Knowing the support points for leaders in cross-functional management

### situations

- Adopt two possible visions of relationships: linear vision, circular vision
- Identify preferred operating modes and adapt to context and stakeholders
- Evaluate your ability to adapt and move from one style to another

### Hands-on work

Lecture croisée d'une situation réelle à partir d'une approche linéaire et circulaire: Auto-diagnostic : identifier son style préférentiel de leadership. Réflexion en binômes : adéquation entre les styles de leadership et les situations. Conséquences sur les interactions et son adaptabilité

## 3 Identify stakeholders' needs and expectations

- Identify the different sources of motivation: Maslow, Herzberg
- Detect other needs: fairness, usefulness...
- Giving meaning to leadership.

### Hands-on work

Half-group workshop: deciphering the levers of motivation. Mobilizing motivation in cross-functional management. Mapping the needs of key players in a cross-functional management situation.

## 4 Identify the effects and limits of influence

- The leader, the situation and the stakeholders: a look at mutual influences
- Exerting influence: adapting your standards, recognizing what you can influence

### Hands-on work

Collective exploration: identifying spheres of influence and non-influence

## 5 Handling delicate relational situations

- Welcoming and regulating the emotions generated by a conflictual relationship
- Identify personal reactions in a conflictual relationship
- Offering and soliciting feedback: a key instrument for regulation and learning

### Hands-on work

Travail en binômes : identification de ses modes de fonctionnement préférentiels en situation de tensions professionnelles. Mises en situation : expérimenter la régulation émotionnelle, préparer et formuler un feed-back constructif; retours structurés des participants et du formateur