

Indirect Leadership

Getting Results Without Formal Authority

Leadership happens at all times and at all levels of an organization.

This training program is designed for project managers, specialists, and other key professionals who need to drive results through others—without having formal personnel responsibility.

You are already a leader, even if you don't always think of yourself that way.

Indirect leadership requires strength, experience, and the right tools and skills that can be developed with significant effect.

After completing the course, you will be better equipped to bring out the best in your project teams and thereby achieve stronger results.

Key Insights Covered in Five Modules:

- **Indirect leadership** using the Fire & Shield™ method: techniques and practical applications
- **Self-leadership at all levels** – how to bring out the best in yourself, your colleagues, stakeholders, and key sponsors
- **FIRE** – Building momentum, energy, and drive in your projects
- **SHIELD** – Creating trust, safety, and focus in your collaborations
- **Breaking silos** – building ambassadors and a shared sense of purpose around you
- **Combining it all** – elevating yourself and your leadership style to the next level

In this program, we offer guidance and equip you with the essential tools for a successful start.

Throughout the journey, you'll apply your newfound knowledge in practical scenarios, receiving constructive feedback for continuous improvement. Additionally, a direct hotline ensures immediate access to sparring and advice whenever needed.

Your Investment:

Price: Our courses take place either individually or as internal courses with 5-10 managers per team.

Group Program: 150.000 DKK + VAT for 5 modules (excluding individual sessions) for the first team. 115.000 DKK + VAT for the following teams with the same program.

Individual Program: 35.000 DKK + VAT for 5 modules, 37.500 kr. for 6 modules

Location: We offer training at your preferred location, whether at your premises, ours, online, or a combination.

What a Program Could Look Like:

Module 1: Indirect Leadership & Fire & Shield™

- The role of the indirect leader
- Profiling your leadership style
- Tools for more effective workplace communication

Module 2: Leading in All Directions

- Understanding and mastering the balance between influencing and leading
- Fire & Shield™ tools for upward and lateral leadership
- Being a constructive initiator and driver

Module 3: The FIRE Toolbox

- Focus on the FIRE mindset
- Creating momentum, drive and energy in projects
- Prioritizing enthusiasm and follow-up instead of pressure

Module 4: The SHIELD Toolbox

- Focus on SHIELD – creating trust and psychological safety
- Tools to reduce worry and avoid unnecessary conflict
- Communicating directly and clearly

Module 5: Combining FIRE & SHIELD

- Integrating Fire & Shield™ tools
- Applying the techniques to real-life examples
- Tips and tricks for better performance

Module 6: Becoming the Best Version of an Indirect Leader

- Wrap-up and knowledge sharing
- Cross-group experience exchange using the Fire & Shield method
- Continuing your development with Fire & Shield

Working with us you are always guaranteed:

A program customized 100% to your role and organization

Our personal templates from 25 years of leadership experience

A well-tested shortcut to succeeding in the leadership role

A dedicated hotline for constant support and guidance