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COURSE BROCHURE

Shared Leadership and Distributed Authority Training Course for Middle Managers

8 – 12 March 2027
New York

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Registered in the United Kingdom and Saudi Arabia

Shared Leadership and Distributed Authority Training Course for Middle Managers

Ref: 2299_85697 **Date:** 8 – 12 March 2027 **Location:** New York **Fees:** 7900 GBP

Shared Leadership and Distributed Authority is a 1-week training course for middle managers who need leadership to sit with many people across a department rather than with one post holder, and it produces a Department Leadership Distribution Map. Flatter structures and cross-unit initiatives now depend on informal leaders as much as on formal reporting lines. Jupiter Prime Training built this Shared Leadership and Distributed Authority course around real departmental power and network choices.

Why Shared Leadership and Distributed Authority Matters Now

Three pressures shape shared leadership today: delayered hierarchies that leave middle managers with wider spans and fewer deputies, cross-unit initiatives that cut across formal reporting lines, and specialists who carry more expertise than the managers above them. A department that spreads leadership roles deliberately moves faster on change and keeps its informal influencers aligned. One that leaves authority concentrated watches decisions queue at a single desk while hidden coalitions resist. The course draws on organisational network analysis, stakeholder power and interest mapping, and role clarity charting, each explained in plain terms.

Who Gains Most from Shared Leadership and Distributed Authority

- Managers of departments where specialists hold more expertise than the line above them
- Managers steering cross-unit initiatives without direct authority over contributors
- Managers inheriting units shaped by strong informal leaders and long-standing alliances
- Managers building successor depth by handing leadership roles to senior team members
- Managers sponsoring culture change that needs ownership beyond their own office

A management layer from one division gains most, because shared leadership roles then connect across neighbouring units instead of stopping at each department boundary.

Shared Leadership and Distributed Authority Capabilities

Participants learn to read where influence really flows and to hand out leadership roles that match it.

- Map formal authority against informal influence across a department — role allocation choices
- Assess the power and interest of each stakeholder group in a change — coalition design
- Design rotating and standing leadership roles for senior contributors — successor depth
- Build coalitions of informal leaders around a shared change agenda — division sponsors
- Read culture signals such as rituals, stories and meeting habits — change readiness

- Specify shared ownership agreements for cross-unit initiatives — peer managers

Key Shared Leadership and Distributed Authority Terms

- Shared leadership — a pattern in which leadership functions move among several members according to expertise and situation, not position alone.
- Distributed authority — formal decision power deliberately spread across roles instead of being held by one manager.
- Organisational network analysis — a method that maps who people turn to for advice, information and energy.
- Informal leader — a person whose influence on colleagues exceeds the authority of their formal role.
- Culture signal — an observable habit, symbol or story that shows people what is truly valued.
- Guiding coalition — a group of influential people who sponsor and steer a change together.

Shared Leadership and Distributed Authority Day by Day

Day 1: Power, Position and Influence

- Formal Versus Informal Authority Audit — Where Departmental Decisions Really Stall
- Sources of Power Inventory — Expertise, Relationships, Information and Position
- Delayering and Span Pressures — Why Single-Point Leadership Breaks Down
- Cases From Engineering and Healthcare Units — Leadership Spread in Practice
- Personal Authority Habits Diagnostic — Holding On Versus Handing Over

Day 2: Mapping Networks and Stakeholders

- Organisational Network Analysis Sketch — Advice, Information and Energy Flows
- Power and Interest Grid — Prioritising Stakeholders for a Change
- Informal Leader Identification — Brokers, Connectors and Gatekeepers
- Alliance and Rivalry Mapping — Anticipating Resistance Before Launch
- Political Risk Register — Naming Hidden Agendas Ethically

Day 3: Designing Distributed Roles

- Leadership Function Breakdown — Separating Direction, Coordination and Support
- Role Clarity Chart for Shared Duties — Avoiding Gaps and Overlaps
- Rotating Lead Arrangements — Matching Expertise to Situations
- Authority Boundaries and Reserved Decisions — What the Manager Keeps
- Successor Depth Planning — Growing Leaders Inside the Department

Day 4: Coalitions and Culture

- Guiding Coalition Assembly — Choosing Members Across Networks
- Influence Conversation Planning — Framing Change for Each Ally
- Culture Signal Reading — Rituals, Stories and Meeting Habits
- Shared Ownership Agreements — Commitments for Cross-Unit Initiatives
- Conflict Between Formal and Informal Leaders — Mediation Options

Day 5: Practising the Department Leadership Distribution Map

- Network Map Refresh With Peer Feedback — Testing Influence Assumptions
- Role Clarity Chart Stress Test — Simulating an Absent Manager Week
- Coalition Pitch Rehearsal — Securing Sponsor and Peer Backing
- Culture Signal Redesign — Choosing Two Habits to Change
- Department Leadership Distribution Map — Final Version for Division Review

Applying Shared Leadership and Distributed Authority After the Course

- Run a short network survey in the department and compare the advice map with the organisation chart in a session with senior team members.
- Hand two leadership functions from the role clarity chart to named contributors for one month and review the reserved decisions afterwards.

Shared Leadership and Distributed Authority Questions FAQ

What is shared leadership and distributed authority, and why does it matter now?

Shared leadership and distributed authority means spreading leadership functions and decision power across several people. It matters now because flatter structures and cross-unit initiatives leave single managers unable to lead every decision alone.

Which roles gain most from shared leadership and distributed authority training?

Middle managers gain most, especially those leading expert specialists, steering cross-unit initiatives or inheriting units with strong informal leaders. Managers growing successors also benefit.

How does shared leadership and distributed authority differ from a frontline empowerment course?

Shared leadership and distributed authority works at department level, with network maps, coalitions and culture signals. A frontline empowerment course focuses on crews fixing faults within shift limits.

What do you bring back from shared leadership and distributed authority training?

You bring back a drafted map of who leads what in your department, with role boundaries, informal leaders, coalition members and two culture habits to change, ready for discussion with your director.

Shared Leadership and Distributed Authority: The Way Forward

The Department Leadership Distribution Map first informs which leadership functions the manager hands to senior contributors and which decisions stay reserved. Middle managers, their directors and the informal leaders named on it use it when planning change. After its first quarter, revisit the network picture, since influence shifts quickly once new people carry visible leadership roles.