



# Leading Without Formal Authority

(Hybrid: Live Online or In-Person)

December 7, 2023  
9:00am—11:00am

**PRESENTER:**

**Tom Daniels**  
Bowling Green State University



This program has been submitted to the HR Certification Institute (HRCI) for review. The Employers' Association is a recognized provider of recertification credits. The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



The Employers' Association is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.



**Frequently today, individuals are being expected to perform in a leadership role without having formal authority over others.**

In these situations, leaders are still required to achieve expected results, but must do so within the context of working with others, influencing them, and gaining their support and commitment to achieve desired goals.

**At the end of this session, participants will be able to:**

- Describe this expression: *leaders, no matter their authority, don't blame culture, they own culture.*
- Explain the key elements of leading, including the crucial role of influence
- Describe what my supervisor expects of me (and his/her goals) and what my team members expect of me
- Demonstrate how to set expectations, inspect what you expect, and how to redirect the negative and reinforce the positive with team members
- Demonstrate the 5 Steps for managing conflict
- Demonstrate how to call team members to greatness by getting them to stop judging and start helping
- Demonstrate how to work with former peers who you now lead
- Complete a Personal Action Plan

**Register your team today!**

**Pricing**

- List price ..... **\$215**
- EA Member ..... **\$155**
- Early Bird EA Member (register before November 23) .. **\$135**

**Register online** at [www.TheEA.org](http://www.TheEA.org)

**Or call the EA** at 419-893-3000

Company: \_\_\_\_\_

Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Email \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ ST \_\_\_\_\_ ZIP \_\_\_\_\_

Registrant 1 \_\_\_\_\_

Registrant 2 \_\_\_\_\_

Registrant 3 \_\_\_\_\_

Registrant 4 \_\_\_\_\_

Registrant 5 \_\_\_\_\_

\*You may send a substitute at any time; however, no-shows or cancellations within 5 full business days of the program will be responsible for the full registration fee. The Employers' Association reserves the right to reschedule or cancel seminars if minimum requirements are not met.