



Leading Without Authority

Getting Things Done in a Matrix

This course equips you with practical tools to get work done in a matrix environment, where priorities compete and authority is limited. You'll learn how to align stakeholders, build buy-in, and navigate competing interests without relying on formal power. Through real-world scenarios and hands-on techniques, you'll leave with clear strategies to move initiatives forward and deliver results across teams.

Key Outcomes

Participants of this course will:

- Lead effectively without formal authority.
- Map and prioritize key stakeholders.
- Give and receive feedback with peers.
- Practice influential conversations through role plays and coaching.
- Apply insights to daily work through simulation and reflection.

Formats	Half-Day <i>virtual</i>	1 Day <i>in-person</i>	2 Day <i>in-person</i>
Leading Without Authority	●	●	●
Stakeholder Mapping	●	●	●
Peer Exchange	●	●	●
Conversation Role Plays	-	●	●
Real-Case Coaching	-	●	●
Business Simulation	-	-	●
Influence & Presence	-	-	●
Self-Reflection & Transfer	●	●	●

Short virtual sessions (1h teaser or 2h foundation) available.

Target Audience

Project managers and individual contributors operating in a matrix environment.

Professionals who need to influence stakeholders without formal authority.

Team members regularly collaborating across departments or business units.

High-potential talents preparing to lead initiatives and projects across boundaries.

Group Size
Min 6 / Opt 12 / Max 16

Languages
English / German



Your Facilitator



Skrollan Schwyn

Skrollan Schwyn, is a seasoned leadership and team development expert with over 20 years of experience helping individuals, teams, and organizations realize their full potential. As Managing Director of Kybalion Learning & Development, she develops tailored leadership programs that enable leaders to deliver measurable impact and build sustainable growth. Her approach combines strategic insight with practical, hands-on learning designed for the realities of modern business.

Her background includes lateral leadership roles at AbbVie, where she contributed to international talent and culture development initiatives and strengthened her expertise in cross-functional collaboration and organizational effectiveness. Her experience across global pharmaceutical organizations, manufacturing, software, and academia gives her a broad, credible perspective as a facilitator, advisor, and executive learning partner.

Get Your Individual Proposal

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