

Session 2: Driving Innovation Without Authority

Not all leaders have formal power, but everyone can be a champion for change. Mid-level and senior leaders play a crucial role in bridging strategy and execution, influencing both top leadership and frontline employees. This session teaches participants how to support and drive innovation at any level of the organization by leveraging influence, collaboration, and strategic internal partnerships.

This session also highlights the unique challenges and opportunities that mid-level leaders face in both leading up to executives and guiding their teams through change.

As a result of this session, I will have the knowledge to:

- Understand the principles of influence without authority
- Build cross-functional support for new ideas and initiatives
- Use internal networking and storytelling to support innovation leaders
- Recognize the pressures mid-level leaders face in both leading up and leading down

As a result of this session, I will be motivated to:

- Identify key stakeholders who can support innovation efforts across different levels of leadership
- Strengthen relationships across departments to drive cross-functional change
- Reflect on my own leadership position and how I can better navigate both executive alignment and team empowerment
- Develop an influence strategy that allows me to lead innovation effectively, regardless of my formal authority

