

# The Power of Leaderless Organizations; The Starfish & the Spider

*Lisbon (Portugal)*

*27 - 31 October 2025*

UK Traininig

# PARTNER



## The Power of Leaderless Organizations; The Starfish & the Spider

Code: OC28 From: 27 - 31 October 2025 City: Lisbon (Portugal) Fees: 5100 Pound

### Introduction:

The course "The Power of Leaderless Organizations: The Starfish and the Spider" is an innovative training program that explores the philosophy and practices that make decentralized organizations effective and resilient. Inspired by the renowned book "The Starfish and the Spider," this course focuses on analyzing how organizations without a central leader can thrive and achieve exceptional results through self-organization and autonomy.

### Objectives of the Course "The Power of Leaderless Organizations: The Starfish and the Spider":

- Understand the concept of decentralized leadership.
- Grasp the Starfish and Spider model.
- Foster a culture of empowerment and autonomy.
- Achieve cohesion in decentralized teams.
- Address organizational challenges.
- Apply concepts to real-world scenarios.
- Compare centralized and decentralized organizational structures.
- Develop leadership skills suitable for decentralized organizations.
- Implement Starfish strategies to achieve organizational success.
- Transform challenges into opportunities for growth and innovation.

### Target Audience for the Course "The Power of Leaderless Organizations: The Starfish and the Spider":

- Executive Managers.
- Team Leaders.
- Management Consultants.
- Human Resources Managers.
- Entrepreneurs.
- Project Managers.
- Innovators.
- Change Consultants.
- Corporate Strategy Leaders.
- Academics and Researchers.

### Course Topics for "The Power of Leaderless Organizations: The Starfish and the Spider"

#### Day 1: Understanding Decentralized Leadership

- Concept of Decentralized Leadership: Exploring the fundamentals of decentralized organization.



- Benefits of the Decentralized Model: Analyzing the flexibility and innovation in decentralized structures.
- Successful Examples: Case studies of successful decentralized organizations.

#### Day 2: The Starfish and Spider Model

- Model Comparison: Understanding the differences between centralized and decentralized structures.
- Starfish Strategies: Applying strategies for organizational success.
- Strengths and Weaknesses: Analyzing the impact of models on innovation and flexibility.

#### Day 3: Enhancing a Culture of Empowerment and Autonomy

- Collaborative Environment: Building an organizational culture that fosters self-cooperation.
- Empowering Teams: Developing leadership skills suited for decentralized organizations.
- Autonomy and Performance: Motivating teams to achieve high performance without strict central leadership.

#### Day 4: Dealing with Organizational Challenges

- Transition Challenges: Identifying potential challenges when transitioning to a decentralized model.
- Cohesion Strategies: Maintaining organizational cohesion in a decentralized structure.
- Turning Challenges into Opportunities: Converting challenges into opportunities for growth and innovation.

#### Day 5: Applying Concepts in the Real World

- Case Studies: Analyzing successful examples of decentralized organizations.
- Strategy Design: Developing appropriate strategies for application in participants' own organizations.
- Sustainable Innovation: Promoting sustainable innovation and growth in organizations.



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**BLACKBIRD**  
FOR TRAINING

 International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom

 +44 7401 1773 35  
+44 7480 775526

 [Sales@blackbird-training.com](mailto:Sales@blackbird-training.com)

 [www.blackbird-training.com](http://www.blackbird-training.com)

