

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

*Tunis (Tunisia)*

*15 - 19 June 2025*

UK Training

# PARTNER



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

Code: OC28 From: 15 - 19 June 2025 City: Tunis (Tunisia) Fees: 4400 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.



# Blackbird Training Cities

## Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Anney (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)  
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



# Blackbird Training Cities

## USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

## Africa



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)



## Blackbird Training Cities

### Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



UK Training  
**PARTNER**



## Blackbird Training Categories

### Management & Admin

Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



**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



www.blackbird-training.com

UK Training

**PARTNER**

