

Leading From the Middle

How Middle Managers Close the Gap Between Strategy, People, and Results

Help middle leaders close the Strategy, People, and Results gaps — driving outcomes up, down, and across through trust and translation rather than title.

LEVEL

Lead Others

FORMAT

Full-Day Intensive

BEST FOR

Middle managers, cross-functional and matrixed leaders, and team leads stepping into broader scope

THE BUSINESS PROBLEM

Middle managers carry the most responsibility with the least formal authority. They are expected to deliver results, support those above them, and protect those below — all at once, and often without the positional power to command any of it. Many respond by over-relying on authority they don't have, or by going quiet and simply passing messages up and down. Both fail.

The middle is not a holding pattern between “real” leadership roles — it is the hinge on which the organization turns. Its job is to close the three gaps a growing organization opens: the Strategy gap, the People gap, and the Results gap. Leading From the Middle teaches middle leaders to close all three — leading up, down, and across — so they drive outcomes through trust and translation rather than title.

BEST FOR

- ▶ Middle managers carrying real responsibility without the formal authority to match it
- ▶ Cross-functional and matrixed leaders who must drive outcomes through peers they don't manage
- ▶ Team leads stepping into broader scope — influencing upward and sideways, not just down
- ▶ HR and L&D teams building stronger middle-management capability
- ▶ Organizations that need tighter alignment between strategy and execution

WHAT PARTICIPANTS WILL LEARN

- ▶ Reframe the middle from a powerless squeeze into the organization's pivotal point of influence
- ▶ Close the Strategy gap — influence decisions upward with insight, then translate strategy into priorities the team can run
- ▶ Close the People gap — delegate to develop and coach to build ownership, not dependency
- ▶ Close the Results gap — turn cross-functional friction into alliance and install an operating rhythm that ships work
- ▶ Map stakeholders and install a Leadership Operating System that keeps all three gaps closed

SIGNATURE FRAMEWORKS

- **The Three Gaps** — The job of the middle — close the Strategy gap, the People gap, and the Results gap, in the order that builds on itself.
- **The Success Path** — A three-stage progression you earn one stage at a time: Reframe → Influence → Activate.
- **The Three Spheres of Influence** — The anchor framework — lead up, across, and down, with the distinct move each direction requires and the gap it closes.
- **One Highlight · One Challenge · One Need** — A structure for influencing upward with insight — bring a clear read and a specific ask, not just problems.
- **Stakeholder Alignment Map & Leadership Operating System** — Make the invisible web of influence visible, then install the recurring cadence that keeps all three gaps closed.

EXPECTED OUTCOMES

- ▶ Drive outcomes through trust and translation instead of title
- ▶ Influence decisions upward and translate strategy into team-level clarity
- ▶ Build a self-managing team by delegating to develop rather than rescuing
- ▶ Turn cross-functional friction into alliance that actually ships work
- ▶ Keep strategy, people, and results aligned with a repeatable operating rhythm

DELIVERY OPTIONS

- 90-minute leadership briefing
- Half-day workshop
- Full-day intensive
- Multi-week cohort
- Private team training

TAKE THE NEXT STEP

For individuals: Register for an upcoming public class.

For teams: Bring this program in-house as a private workshop or cohort.

SCAN TO GET STARTED

dynamomethods.com training@dynamomethods.com



[Register](#)



[Train my team](#)