

People Who Lead Without the Title

A six-week peer circle for the people already leading, carrying the weight of it, without the title, the authority, or the recognition that's supposed to come with it.

74%

of leaders say they regularly step into informal leadership roles without being asked or appointed.

SmartBrief leadership poll

1 in 10

people naturally possess real management talent, per Gallup, meaning most leadership capacity in a company lives outside the org chart.

Gallup

2x

more likely to quit within the year among employees who don't feel adequately recognized for their work.

Gallup

Some of the most important leadership in a company is done by people with no title to show for it, carrying real responsibility without the formal authority, resources, or recognition that's supposed to come attached. Brave Circles gives them a structured, confidential peer cohort to build real influence and get seen for the leadership they're already doing, one focused topic each week.

SIX WEEKS AT A GLANCE

WEEK 1 The Weight Without the Words Naming what it's like to carry leadership responsibility with no title attached.	WEEK 2 Influence Without Authority Moving people and decisions forward when you can't just direct them.	WEEK 3 Visible Value, Not Loud Value Getting credit and recognition without over-explaining or overselling.
WEEK 4 Leading Peers Without the Badge Navigating equals who didn't sign up to be led.	WEEK 5 The Ask Behind the Ask Setting boundaries and pushing back without formal power to back it up.	WEEK 6 Title Now, Title Later, No Title at All Getting honest about what they actually want from here, and building an operating system for it.

WHY COMPANIES SPONSOR IT

- **Stronger retention** of your most reliable informal leaders, the people quietly holding teams together.
- **A real succession pipeline**, since informal leaders are often your best future managers, seen early instead of overlooked.
- **No disruption to delivery work.** Sessions run outside client-facing hours with no internal facilitation lift.

Mary Ellen Ball, MPP, ICF PCC

FOUNDER, OPEN DELTA GROUP • FORMER NONPROFIT CEO • DIAGNOSTIC-FIRST

Mary Ellen built Brave Circles on the diagnostic-first approach she brings to executive coaching. She led enterprise-wide leadership development at BDO USA before founding Open Delta Group, and has run two organizations herself as CEO.

Leadership is lonely. It doesn't have to be.

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