



FEARLESS INFLUENCE

**Influence without authority.
Built for food and retail.**



ABOUT THIS PROGRAMME

Your most senior people shouldn't be the ones having every difficult stakeholder conversation. Right now, they probably are.

Fearless Influence gives your team the tools to change that — to handle difficult stakeholders, land a message that keeps getting lost, and speak up in the moments that matter.

A structured **3-month programme** built around two in-person days, line manager integration, peer accountability and a FAST Session — so they leave knowing exactly how they come across, how to adapt to the people they're trying to influence, and how to communicate with confidence in the conversations that actually move things forward.

WHO IT IS FOR

NPD professionals, technical managers and those in other support functions who need to influence cross-functional teams, retailers or internal stakeholders — often without direct authority.

People who know their stuff but can't always get the room to listen — especially in high-pressure meetings, feasibility conversations or commercial / operations-led decisions where their voice gets drowned out.

People who default to over-preparing, softening their language, going quiet or going into fight mode - and want to change that

Teams in NPD and technical functions who are tired of their department being the last voice in the room — and are ready to change that.

Food and retail professionals ready to show up differently in the conversations that matter most — for their team, their projects and their own career.



PROGRAMME FORMAT



Pre-Session

Participants complete self-reflection pre-work and a goal-setting conversation with their line manager before the programme starts.



Day 1: Focus on You

Understanding your own communication defaults, emotional reactions and mindset under pressure. Participants leave with a personal action plan and a peer learning partner.



Day 2: Working with Others

Stakeholder communication, assertive language, structuring a persuasive case, active listening and constructive challenge. Real food industry scenarios run throughout both days.



FAST Sessions

A facilitated group session bringing participants back together to review progress, embed learning and share real examples from back on the job. Learning partner accountability and line manager review continue throughout.

INVESTMENT



Standard programme **from £7,000 + VAT**



Available for cohorts of **8 – 10 people**



Bespoke options tailored to your business at additional cost.

WHAT PARTICIPANTS WALK AWAY WITH



They'll know how to read the room and adapt.

A practical understanding of different communication styles and what drives the people they're trying to influence — so they stop approaching every conversation the same way.

Their message will land even in the difficult room.

Customer conversations, cross-functional pushback, senior stakeholders who've already made up their mind — they leave with the tools to hold their position with confidence and credibility.



They'll stop softening everything into nothing.

Assertive, direct language they can use immediately — in submissions, meetings and the moments where being clear matters more than being liked.

They'll build a persuasive case quickly and clearly.

A structured approach to preparing and landing an argument — without the over-preparation spiral that eats time and erodes confidence.

They'll push back without it getting personal.

Greater confidence saying no, challenging up and holding people accountable — constructively, not confrontationally.

AND FOR YOUR BUSINESS

Less escalation. Faster sign-off. Products launched on time. Senior people doing senior work.

WHAT PARTICIPANTS SAY



“Honestly, one of the best courses I have ever done and it has been so useful”

EMMA BEVAN, GRENCORE

“It has been a fantastic course and I’m going away with a real toolbox to bring into the workplace”

HANNAH, NPD CONTROLLER

“Great session, would certainly recommend”

LEAH ELLIS, GRENCORE

“Love the energy from the facilitators, always enthusiastic, and love the personal anecdotes to understand our concerns are normal”

LAUREN, YEO VALLEY

WHAT THE NUMBERS SAY

100%

OF PARTICIPANTS HAVE RATED FEARLESS INFLUENCE POSITIVELY.



PART OF THE FEARLESS ACADEMY



Fearless Influence is part of the Fearless academy — a structured leadership development pathway designed specifically for the food industry.

Each course can be purchased standalone or as part of a wider L&D programme, with tailoring available at additional cost.

01 — Fearless Foundations

Early career / Entry level Managing self under pressure. Confidence, resilience, productivity and communication — the human skills that make technical expertise count.

02 — Fearless Influence (you are here)

Mid level / Managers Influencing without authority. Better conversations. Better outcomes for everyone in the room.

03 — Fearless Relationships

Navigating difficult conversations, building accountability and getting more from people and peers — for leaders who need to raise the standard of the relationships around them.

Organisations who invest in all three courses benefit from a consistent leadership language across career levels and a team that genuinely grows together. Multi-course pricing available on request.

READY TO TALK?

Ready to talk? Whether you're planning a single cohort or a multi-year programme, let's have a conversation about what your team actually needs.

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