

# Gearing You For Growth

Bursaries | **Business Skills** | Coaching and Mentoring | Computer Skills | E-Learning | Learnerships | Skills Development | Virtual Training

## Empowerment

### Course Overview

Generate excitement and ownership in every level of your organization by using this step-by-step plan for empowerment.

Gauge the current environment, strengthen team relationships, and develop new processes that support a proactive workforce.

Create a working environment that encourages innovation and commitment. Enable employees to use their full talents and abilities. Make a real difference for your company, your team, and yourself.

### Target Audience

Office workers, information workers, managers, team leaders, supervisors, project managers, project administrators and anyone interested in empowering themselves.

### Prerequisite

There are no prerequisites.

### Duration

- 1 Day



## Course Outline

### Module 1: The road to empowerment

- Why empowerment?
- What is empowerment?
- From the inside – to the outside.
- Freedom versus control.
- The empowerment balances.

### Module 2: From the pyramid to the circle

- The evolving organisation.
- The pyramid.
- The circle.
- Where are you?
- The road to empowerment.

### Module 3: Testing the climate for empowerment

- Key qualities of empowered workplaces.

### Module 4: Three paths to empowerment

- Empowerment is total.
- First – and second– order change.
- Moving mindsets.
- Process, responsibility and learning.
- Organizational redesign.
- Levels of change.
- Steps to second-order change.

### Module 5: Motivating through self esteem

- Become an empowered manager.
- Work satisfies human needs.
- What motivates your employees?
- Everyone can be a VIP.
- How anger affects work.
- Self-esteem at the workplace.
- The new work contract: mutuality.
- Forging the new work contract.

### Module 6: Developing collaborative relationships

- The death of paternalism.
- History of collaboration.
- Learning to solve problems together.
- Directive and collaborative styles.
- Comparing management styles.



#### Module 7: Establishing facilitative leadership

- The facilitative leader and the empowered team.
- Blame placing versus problem solving.
- The facilitative leader role.
- Shifting to facilitative leadership.

#### Module 8: Building empowered teams

- The nature of the empowered team.
- Empowerment focus.
- Group synergy.
- Sharing responsibility.
- Action ideas for team empowerment.
- Levels of decision making.
- Thinking about your decision style.
- Clarifying team decisions.
- Decision funnel.
- Double-responsibility decision making.
- Elements of an empowered team.