

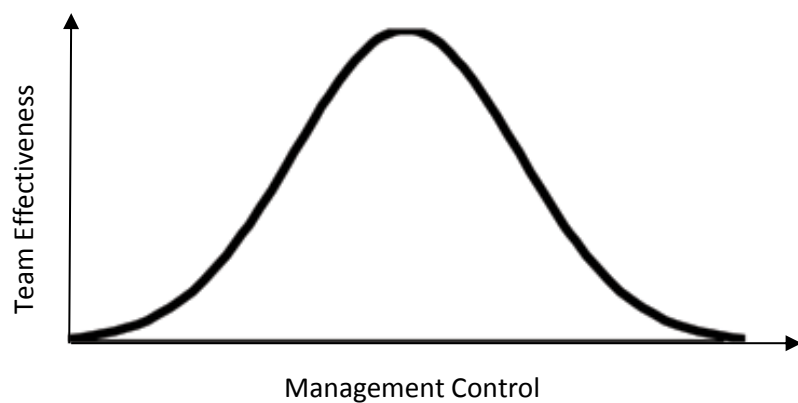


Empowering Leadership

Why Empower People?



Empowering leadership is about giving the right amount of CONTROL to the right people, at the right time, about the right things. Too much control and you end up micro-managing and creating a culture of dependence. Too little control and there is no common purpose and approach.





Management Traps that get in the Way of Empowering Leadership



Build Trust

Talk straight – don't lie

Communicate openly and regularly

Show respect for others

Act with integrity

Be accountable

Acknowledge your limits

Ask and listen

Be authentic and consistent

Give credit where it's due

Help people to succeed

Be a role model

Show trust in others

Be present – live in the current reality

First Steps to Becoming an Empowering Leader

Give and receive feedback

Say thank-you

Be open

Ask for and listen to suggestions

Throw the ball back

Actively develop people

Expect more

Delegate

Trust and respect people

Be prepared to accept failure

Encourage career development

Monitor things

