Empowerment

01 Inspiring ownership and accountability within others

02 Enabling others to succeed by effectively coaching and delegating work

03 Recognizing and respecting others' contributions

04 Encouraging others to stretch their capabilities

05 Developing others by providing relevant direction, resources, training, and mentoring

COLLABORATING WITH AND INSPIRING OTHERS

How You Learn

Reflecting on the definition of Empowerment, consider suggested activities on the next page to build this leadership capability. Create a personalized plan that provides you with the right blend of formal, social, and action learning.

● Formal Learning

10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

● Social Learning

20% of an individual's skill development comes through social learning opportunities like mentorship, coaching, collaborative opportunities with peers.

● Action Learning

70% comes through on-the-job experience. Experiential learning allows an individual to immerse themselves in the nuances of their role, refine skills, and work their way through real challenges.
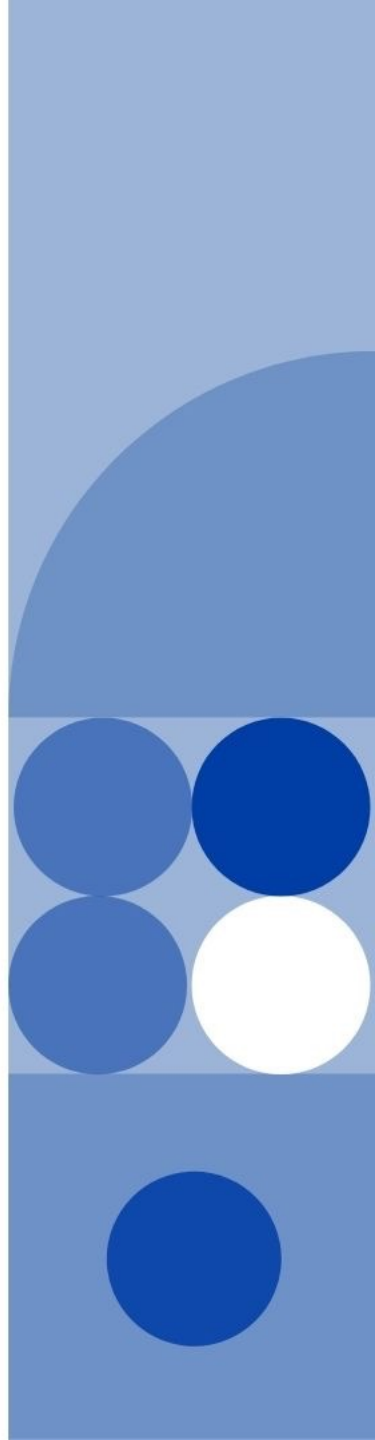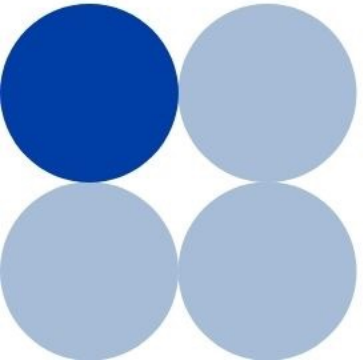
Action Learning

- **Delegate a task that you've been meaning to do yourself to a team member**

  Will the task you're delegating allow the team member to develop?

  Have you provided guidance for the team member to succeed at the task?

- **Reflect on the outcome of a coaching conversation you had with one of your team members**

  Was it effective in bringing valuable outcomes to your team (i.e., behaviour changes)?

  Ask the team member to suggest one thing you could start to do or do differently to improve your coaching style

- **Revisit upcoming projects and who you've assigned to each one**

  Take note of development opportunities for each team member, and adjust assignments accordingly

Social Learning

- **Practice a coaching conversation with a coach or mentor, and ask for feedback on what went well and what opportunities there may be**

  Discuss how well you were able to stay curious, help them identify their intention, develop their awareness, create options, and make a choice

  Share your plans with them for self-improvement

- **Schedule individual meetings with team members to show them how their actions contribute to the department's performance**

- **Create opportunities to learn and reflect, asking team members what what went well and what would they do differently going forward**

Formal Learning

Click on the links below

Effective Delegation
eLearning

Empowering Through Delegation
Workshop

Setting Expectations
eLearning

Developing Your Team
eLearning

Building Effective Feedback Skills
Workshop

Supporting Individual Development
eLearning

Focused Coaching
eLearning

Coaching with Curious Questions
Workshop

Creating an Engaging Environment
eLearning

Being Accountable
Infographic

Effective Feedback
eLearning