



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

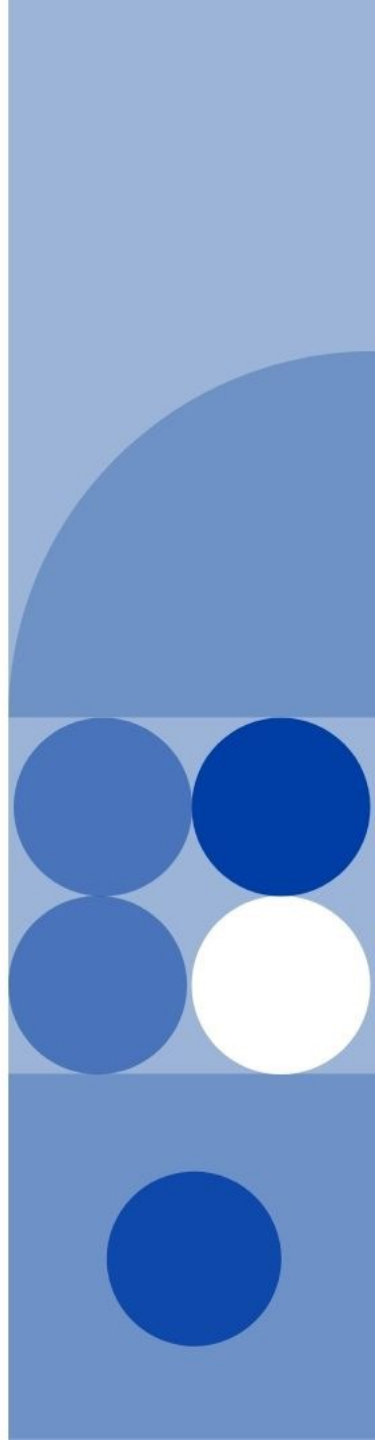
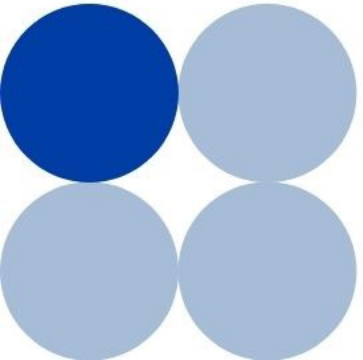
10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

● 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 way 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 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](#)

Workshop

[Being Accountable](#)

Infographic

[Effective Feedback](#)

eLearning