

Empowering Others



The innovation required to successfully compete today can not come solely from leaders. It takes a steady stream of new ideas from all levels of the organisation, fostered by a collaborative way of leading that emphasises empowering others. To further empower your team, try the following tips:

10 Tips To Try Now	Do Already ☑	Keen to Try ☑
<p>1. Provide Plenty of Context</p> <p>Most leaders carry lots of information in their heads. Unfortunately, many employees don't get the benefit of all this information, yet they are expected to take action and make good decisions as if they understand every nuance. Great leaders figure out how to extract the important information and share it freely with others.</p>		
<p>2. Ensure Clarity of Purpose</p> <p>If your team know the 'why' coming up with the 'how' is a lot easier. Ensure each member has a clear understanding of Myer's purpose and vision, as well as the team's top priorities, goals and objectives. This will help create the framework necessary to guide employees to make empowered decisions to keep customers happy and achieve results.</p>		
<p>3. Define Roles</p> <p>If a team member doesn't know what they are supposed to do, they can't do it very well. What's more, your team need to know their boundaries so they don't step on each others' toes or create inefficiency through redundancy. Establish specific roles and responsibilities so they are all clear and can work together cooperatively. Consider using a RASCI matrix to support this.</p>		
<p>4. Let People Know It's OK to Make Mistakes</p> <p>When people are given power to make decisions without constantly checking in with you or following a policy step-by-step, great things happen. Sense of ownership increases, performance improves, and customers are happier. Unfortunately, another side effect of this is that people may make mistakes, and their efforts will occasionally result in failure. Let your team know that failure through sincere effort is an opportunity to learn and should be embraced.</p>		
<p>5. Inspire Creativity</p> <p>Just because you've been doing a task one way for your entire career does not mean that its the best way to accomplish it. There are always problems to be solved and better ways to do things, so draw on others to generate creative business solutions. Putting the challenge in the hands of your employees will not only save you time, but it's also likely to lead to a better end result.</p>		

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<p>6. Delegate More Than Just Work</p> <p>As a leader, it's inevitable that you'll have to delegate work, but make sure that's not the only thing you're passing down. Invite one of your team to lead an important meeting, speak at a conference or industry event on your behalf, and share around the projects that people and customers notice. Leadership actions like these will help members of your team to expand their potential impact.</p>		
<p>7. Choose Your Words Carefully</p> <p>Make sure that the language you use doesn't contradict your goal of creating a culture of engagement and empowerment. If you are used to being more directive in your leadership style, this might reflect in the words that you use. Be mindful of your tone and language and avoid words that sound controlling or could be perceived as disempowering.</p>		
<p>8. Give Them Space</p> <p>Nothing undermines your message of empowerment more than hovering and micromanaging. Give your team members space to do what they do best, and trust them to bring you in when you are needed.</p>		
<p>9. Have Your Team's Back</p> <p>When you give power to your team to make decisions and take independent action its crucial that you back them up and support them when they act with autonomy. This doesn't mean that you can't step in and intervene if you believe a course of action is a mistake, or redirect an employee who has overestimated their licence to act, but it does mean letting them know that you believe in them and have their back.</p>		
<p>10. Say Thank You</p> <p>When members of your team show initiative and take action to solve problems, keep customers happy, improve processes, or create growth, your recognition is what will encourage them to do the same in the future. Be generous with your thank yous.</p>		
Your Notes /Actions To Empower Others		