



Who Should Attend?:

This workshop is designed for managers who are called upon to help make their organizations more productive. It is especially relevant for executives as well as senior and mid-level managers. Staff managers involved in human resources, quality management, and organizational development also benefit from attending.

Empowering & Delegating

Training & Development Module

An interactive workshop designed to provide your management team with a solid understanding of empowering and delegating and a broad range of empowering and delegating strategies and tactics.

The Problem:

Lack of employee empowerment and delegation plagues many otherwise healthy organizations. It can occur when employees are given too few responsibilities and are overlooked for jobs, these employees are treated as though they are unqualified. Lack of empowerment and delegation costs organizations in a multitude of ways, including lost time, wasted energy, financial loss, lack of focus, and high staff turnover.

Despite the widespread, insidious nature of having employees that are not empowered or delegated to, many managers are unable to empower or delegate their staff effectively. In order to achieve optimum levels of staff morale and productivity managers must be able to identify problems in employee empowerment and delegation, and quickly apply permanent, corrective actions.

The Solution:

Our Empowering and Delegating workshop provides participants with an array of tools to pre-empt poor empowerment and delegation, reduce its depth, resolve current disputes, and lessen the effects of the poor empowerment and delegation.

Some of the key features of the workshop are

- opportunities to learn from the first hand experience of expert empowering and delegating practitioners;
- opportunities to engage in interactive simulations and role-playing; and
- opportunities to share ideas among and network with managers from different fields.

Learning Outcomes of the Empowering and Delegating workshop:

At the end of this workshop, participants will have gained the ability to

- be able to empower and delegate effectively, while understanding its limits
- know the management dilemma involving empowerment
- understand the meaning, inhibitors, and historical roots of empowerment
- understand the techniques needed to develop empowerment
- know the cultural issues revolving around empowerment and delegation
- demonstrate to their organizations the cost benefits of empowered and well delegated employees; and
- help create a well empowered and delegated workplace atmosphere that fosters efficiency and productivity.

Benefits of Attending the Empowering & Delegating workshop:

1. Be able to identify the lack of empowerment and delegation.
2. Learn to select and implement the most appropriate strategies and tactics.
3. Move from identification of the problem to implementation of the strategies necessary for empowering and delegating.
4. Reduce loss of productive time due to lack of empowerment and delegation.
5. Improve workplace efficiency.
6. Lessen the impact of lowered employee empowerment and delegation on an organization.
7. Make the link between employee empowerment and delegated staff to organizational costs.



About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

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Program Content:

The Anatomy of Empowering and Delegating

- Review of participants expectations, values, and experiences
- Role of a person who intervenes with a manager who is not delegating or empowering their staff
- Definition and causes of poor empowerment and delegation in an organization
- Levels of empowerment and delegation
- Stages in the development of employee empowerment and delegation
- Empowerment and delegation as a weapon
- Styles of empowerment and delegation
- Review of strategies and tactics
- Demonstrations and practice sessions
- Daily Learning Register

Trying Out the Options

- Group problem solving as a pre-emptive or mitigating tactic
- Mediation as a technique and process
- Training employees without empowerment or delegation
- Coaching individuals into empowerment and delegation
- Using positive processes
- Going to the top: System-wide interventions
- Demonstrations and practice sessions
- Daily Learning Register

Principles and Practices

- Responses to and consequences of a lack of empowering and delegating
- Cultural differences in motivation
- The organization as a "community of interest"
- The empowerment and delegation intervener: A catalyst for positive growth
- Guerilla tactics
- Measuring the effects of empowering and delegating
- Measuring the effects of intervention
- Building an empowered and well-delegated culture in an organization
- Further reading in empowering and delegating
- Workshop evaluation and research questionnaire