



PERFORMANCE • FULFILLMENT • RESULTS

**LEADING FOR PERFORMANCE - CREATING AN EMPOWERING ENVIRONMENT**

Businesses looking to stay competitive need to get the best from each employee. Because employees are often in the best position to satisfy customers and improve the business, some decisions should be made and actions taken by employees at the point of opportunity, instead of at the management level. In order for employees to feel like they have the power to make such decisions, empowerment must be handled properly by management to realize the employee’s full benefits and avoid risk.

*Leading for Performance: Creating an Empowering Environment (LFP-CAEE) offers insight on how to empower employees to increase new ideas, competence, and confidence into everyday work life.*

**Support Strategies for Empowerment**



Participants confront reluctance to empower, explore the risks and challenges, and learn to support empowerment by building a supportive work environment, adopting effective leadership practices, and coaching risk takers.

**VALUE PROPOSITION**

LFP-CAEE helps organizations create conditions that support effective empowerment, showing confidence and trust. Teams can then better respond to ever-evolving business needs, priorities, and interests

**APPROACH**

LFP-CAEE is a ½-day instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional.

This enables:

- Face-to-face interaction among the participants and the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

<i>Key Learnings Are ...</i>	<i>Your Leaders Will...</i>
<i>Building a Supportive Work Environment</i>	Be able to see what inhibits or empowers the team, and recognize the potential benefits.
<i>Adopting Leadership Practices</i>	Be able to use a proven approach to empowerment, and effectively improve the likelihood of success.
<i>Coaching Empowered Risk Takers</i>	Be able to apply a simple coaching model to aid 2-way discussion and encourage appropriate risk-taking.

**IMPROVED PERFORMANCE**

LFP-CAEE features the Leadership Actions Planner and job aid card so the participants can fine-tune and apply their newly acquired skills and behaviors on the job. Involving senior managers early on to ensure alignment and support, and training them to coach for empowerment, is important for a successful implementation.

**MEASUREMENT AND EVALUATION**

Organizations that implement LFP-CAEE have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-CAEE, one approach may be a web-based survey of participants’ direct reports, to identify the degree of change and the differences that this change makes. More involved and thorough research options are also available.