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Leadership Insights

Empowerment—The Hidden Dangers

Empowerment has become a vital leadership tool in organisations throughout the world. The empowerment of employees to operate autonomously and with significantly reduced levels of supervision, and to make many of their own decisions without the constant involvement of management has played a crucial role in developing employee capabilities, encouraging innovation and performance improvements, and equipping leaders to more effectively utilise their time by empowering and delegating responsibility to employees in one area, enabling them to re-direct the use of their time to other areas/people requiring their attention.

Empowerment - The Hidden Dangers

Unfortunately, when empowerment is incorrectly used it can result in undesirable, counter-productive or even catastrophic outcomes due to leaders 'empowering' employees with a task/job, then leaving the employee with very little or even no form of oversight from their leader to monitor progress and outcomes. In some situations the 'empowerment' of employees is premature as the employee does not yet have the skills, capabilities or motivation to take on the task/job at that

level, while the absence of oversight by leaders to monitor on-going progress results in problems not being identified and remaining unnoticed until significant customer, performance or financial issues begin to occur.

Empowering to Maximise Outcomes

There are 3 critical actions leaders must take when empowering/delegating responsibility to employees:

- 1. Evaluate Capability**—does the employee actually have the skills and competencies to do the task/job well—if they don't then they require further development
- 2. Evaluate Motivation**—does the employee have the desire/motivation to do the task/job well
- 3. Oversight and Monitoring**—develop formal/informal oversight mechanisms to ensure that progress is effectively monitored without overriding empowerment

Leadership Development:

Eastview specialises in Leadership Strategy that equips leaders with the critical structure, strategies and practical actions to lead, develop and motivate the development and empowerment of their people and teams.



About Eastview

Eastview specialises in delivering incisive, strategic and results-changing Leadership Development Programs, Workshops, Coaching and Consulting to organisations throughout Australia which are:

- Individually Designed** - to address your specific challenges, opportunities and organisational requirements
- Strategically Planned** - to align with your strategies, competencies, performance measures and culture
- Incisive in Content** - using world-class resources, comprehensive content and extensive experience
- Results-Changing** - by focusing on practical application to drive change and improvement
- Excellent Value**

Contact

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