

Five Steps to Positive Team Empowerment

1

LISTEN TO NEW IDEAS

Listen to ideas that your staff share with you, take the time to acknowledge the idea - it validates and sends a positive message. Employees like to feel valued and respected; they are contributing to the success of the organization. You never know when the next big idea might be shared, taking the organization to the next level. Not all ideas are brilliant, and it is fine to let some go and still acknowledge in a positive manner. Employees love recognition.

2

DEVELOP THE TEAM

Team development and training is imperative to the continuous generation of productive new ideas. An informed, well rounded, and developed organization will produce work that is reflective of the high standards that employees adhere to. Training and development are a significant driver of empowering teams to move ahead with new and state of the science/arts ideas.

3

BUILD TRUSTED MANAGERS

Employees that trust their manager and know that their manager always stands up for them and supports them, are more likely to feel empowered. Managers that encourage top-down and bottom-up communication make teams feels listened to and empowered. Trust is an important element of good, clear communication and team leadership. Low trust levels can, in turn, lead to a low level of work productivity, energy, and empowerment.

4

REINFORCE POSITIVE AFFIRMATION

An affirmative, positive, non-confrontational work environment allows teams and individuals to feel valued, respected, and empowered and foster greater creativity and team function. Behavior from the top permeates throughout an organization; a conflicted and continuously challenging work environment leads to a non-productive negative work attitude.

5

SUPPORT SELF DIRECTION

Enabling teams with large amounts of autonomy and decision-making authority provides individuals to feel a sense of duty and responsibility to the larger organization and leaders. A sense of ownership and control highly reinforces team empowerment.