LM&A
LIAM MORAN AND ASSOCIATES

Creating an Empowered Workforce   click for video summary

Develop your awareness of empowerment and the skill-set and 'know how' to become even more effective in your role

What's it all about?

A key factor in an organisation's success is the empowerment of its workforce. Enabling and allowing individuals and teams to become more accountable and self-directed when delivering excellence to internal and external customers.

These workshops will help participants appreciate their own role in creating a culture of empowerment and delegation. They will understand the importance of increasing levels of accountability within individuals and teams, and how to use delegation as a tool.

Empowerment will directly improve the effectiveness of managers and leaders and also the performance and development of teams.

Who is this course for?

Designed for managers, leaders and other employees who work within an organization that would benefit from an empowered culture. Anyone who would benefit from empowerment enabling themselves or others to play a more crucial role within the organisation.

Key outcomes & benefits	
Have a more specific awareness of what empowerment really means.	Become more effective and efficient within your role and help others to be so, too.
Understand how to promote and/or respond positively to empowerment and the opportunities it presents.	Be able to play an even more crucial role within your team, department and organisation as a whole.

Overview of Course Content

In this workshop we will explore what 'empowerment' really means and how it can make a positive difference to workplace culture and effectiveness. Topics covered are:

- **Understanding Empowerment & Accountability**
    - What does accountability mean and who are you (and others) accountable too?
    - How to relate accountability to consequences, other than threats
    - What exactly is 'empowerment' and why is it relevant to all members of the workforce?

- **The Roots of Empowerment (setting clear expectations)**
    - Communicating aspirations, vision, expectations and boundaries
    - How to relate vision and strategy to operational realities
    - Applying strategy and achieving vision (everyone has a role to play!)

- **Promoting an Empowerment Culture**
    - Identifying what other people and yourself do well (and doing more of it)
    - Dealing with difficulties as they arise (not using avoidance as a strategy)
    - Viewing conflict in terms of resolution, not something to be ignored
    - Understanding how to delegate and to be delegated too
    - Dealing with mistakes that promote learning (not repetition)

- **Bringing it All Together – Action Planning & Reflection**
    - Your action plan for using the learning from the workshops to become even more effective within your role back in the workplace.

Training to Develop Managers, Leaders & Teams- *flexible learning options suitable for organisations that want to develop mangers, leaders, teams and individuals from across the organisation. Programmes can be tailored towards your organisation or industry sector with relevant activities, examples and case studies. Please contact us to discuss your needs on* **+44(0)8081 469237** *or email* **liam@liammoran.co.uk***.*