How To

Empower Teams

Independence

Support autonomy and independence by trusting your team to make decisions.







STEP 02

Involve

Actively encourage contributions from the entire project team.

Implement

Ensure ideas are progressed and implemented wherever possible.

STEP 03





STEP 04

Ownership

When their ideas matter, staff begin to feel the project is theirs.

Empowerment

Congratulations! You have an empowered team!







3 LEADERSHIP STYLES AND HOW THEY

RELATE TO EMPOWERMENT

DIRECTIVE LEADERSHIP

- Instructing employees what to do and enforcing consequences if it is not done
- Also known as autocratic leadership
- Good for inexperienced employees, bad for skilled and motivated workers
- Requires constant dependence on the leader

PARTICIPATIVE LEADERSHIP

- Encouraging input and ideas from team members while participating and collaborating to reach goals
 - Creates a positive work environment
 - Employees encouraged to be creative
 - Increased employee satisfaction and retention

DELEGATIVE LEADERSHIP

- A hands-off approach to leadership, in which decisions are made by employees and team members
- Also known as laissez-faire leadership with little guidance from leaders
- ☑ Unclear roles and authority, leading to a loss of motivation.
- Considered the least effective leadership style



The QUALITIES

OF A GREAT LEADER

Honesty

Your business and its employees are a reflection of yourself, and if you make honest and ethical behaivior a key value, your team will follow suit.

7 Delegate

identifying the strengths of your team, and capitalizing on them. Find out what each team member enjoys doing most.

Communication

Being able to clearly and succinctly describe what you want done is extremely important. Working towards the same goal.

Confidence

Keep up your confidence level, and assure everyone that setbacks are natural and the important thing is to focus on the larger goal.

Commitment

There is no greater motivation than seeing the boss down in the trenches working alongside everyone else, showing that hard work is being done. **Positive**

You want to keep your team motivated towards the continued success of the company, and keep the energy levels up.

Creativity

Some decisions will not always be so clear-cut. You may be forced at times to deviate from your set course.

Intuition

You will need to depend on your gut instinct for answers. Learning to trust yourself is as important as your team learning to trust you.

Inspire

Make your team feel invested in the accomplishments of the company. Keep spirits up, and that begins with an appreciation for the hard work.

Approach

Have the ability to customize your approach on a person by person basis, based on the situation at hand.





LEAD WITH INTEGRITY

People want their leaders to be ethical. If employees believe their leaders have good intentions, they are more to likely to be committed them.



ENCOURAGE VULNERABILITY

No one likes to deliver bad news or show weakness. But secure leaders know to ask for help, say what they don't know, and admit when they've made a mistake.



SHARE INFORMATION WIDELY

Uncertainty causes stress. When leaders keep employees in the dark about company goals and strategies, they can't connect to the purpose behind their work. So it's critical organizations share greater goals and strategies with their team.



EMPOWER PEOPLE

People want to be trusted to manage their own work. When you tell people that you trust them to get the job done, they are motivated to prove you right. It makes them feel that their work has an impact.



BUILD RELATIONSHIPS

When a team is bonded and has real concern for each other as people, they are going to work harder and help each other. They don't want to let people they care about down. It's critical to create an environment where it's easy to form these connections.



RECOGNIZE GOOD WORK

People liked to be appreciated for their good work. If they work hard without recognition, it kills their motivation. So it's important to praise your employees when they do good work.



ENGAGE IN CONFLICT FAIRLY

Conflict is inevitable on any team. It may feel good to place blame, but it doesn't solve the deeper issues. Use "I" statements to express how you feel, and actively listen to what others say in response.



The 5 Building Blocks of esilient Teams

Team Resilience is the secret ingredient of extraordinary team achievement. Highly resilient teams have deeply engaged members, perform consistently over time and deliver superior business results. To cultivate team resilience, target these pillars.







DIRECTION

Direction means having the same shared purpose. When was the last time your team discussed what its purpose was? Did teammates all say the same thing, or did they disagree about the vision or strategy?



M CONNECTION

Connection is about trust and psychological safety. Do your team members feel they have one another's backs? Are they able to surface and resolve conflict productively, or does it devolve into interpersonal drama?







ALIGNMENT

Alignment is twofold: your team's alignment with other teams in your organization, and its alignment with external customers. Does your team get and give the support needed to drive larger organizational success? Does the team stay in sync with the industry?



PERFORMANCE

Performance involves putting the process in place to support your team's best work. Are your meetings productive? Do you have a workflow management dashboard? Are you able to prioritize effectively?







ATTITUDE

Attitude is about commitment to being a part of the team, optimism and a spirit of transparent learning and growth. Do team members show up every day giving 110%? Do they feel psychologically safe enough to share new ideas and admit mistakes?

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Traditional Leaders



Collaborative Leaders

The workplace is changing. Leadership is changing. The future is collaborative.



Believe power comes from their position of authority



Believe power is greatest in a collective team





Maintain ownership of information



Openly share information and knowledge





Sometimes listen to suggestions and ideas from their team



Encourage suggestions and ideas from their team





Deliver the approved solution to their team



Facilitate brainstorming with their team





Allocate time and resources only when proven necessary



Enable their team with immediate time and resources





Adhere to specific roles and responsibilities



Allow roles and responsibilities to evolve and fluctuate





Fight fires and focus on symptoms



Seek to uncover root causes of issues





Review staff
performance annually
based on company
policy



Offer immediate and ongoing feedback with personalized coaching





http://www.refreshleadership.com/index.php/2016/11/infographic-6-qualities-great-leaders/2016/11/infographic-6-qualities-great-great-leaders/2016/11/infographic-6-qualities-great-great-great-great-great-great-great-great-great-great-great-great-great