

# How To Empower Teams

## Independence

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

STEP  
01



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!

STEP  
05



# 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



SOURCE



## STRATEGIES TO BUILD **TRUST** ON YOUR TEAM



### **LEAD WITH INTEGRITY**

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



## 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?





# Traditional Leaders

vs

# Collaborative Leaders

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



Believe power comes from their position of authority

1

Believe power is greatest in a collective team



Maintain ownership of information

2

Openly share information and knowledge



Sometimes listen to suggestions and ideas from their team

3

Encourage suggestions and ideas from their team



Deliver the approved solution to their team

4

Facilitate brainstorming with their team



Allocate time and resources only when proven necessary

5

Enable their team with immediate time and resources



Adhere to specific roles and responsibilities

6

Allow roles and responsibilities to evolve and fluctuate



Fight fires and focus on symptoms

7

Seek to uncover root causes of issues



Review staff performance annually based on company policy

8

Offer immediate and ongoing feedback with personalized coaching





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