



# Empowering others to perform

**Course Duration: 6.5 hours**

## **Target Audience**

Supervisors, managers, and coaches

## **Course objective**

In this course, you'll learn how to enable your employees by providing more choices and fostering competence. You'll understand why offering visible support to your people makes them able to "make the call" when necessary. This course will also assist you in discovering common aspirations, improving your interpersonal skills, communicating your passion, and making your vision tangible. You will understand the importance of developing shared goals and integrative solutions while building relationships based on trust. Finally, you'll discover how you, as a leader, can foster critical-thinking skills in your employees. You'll discover how to get people to challenge their assumptions, and you'll learn methods you and your employees can use to imagine and explore alternatives.

## **Topics covered**

### **Empowering Others to Perform**

- recognize the importance of giving power away, practice the principles of empowerment, and offer visible support for employees.
- identify why it's important to give power away.
- identify the elements of the three principles of empowerment.
- choose methods of making your support more visible.

### **Enlisting the Help You Need**

- recognize the benefit of making leadership a two-way communication process that enlists the help needed.
- identify how to discover employees' common aspirations.
- identify the interpersonal skills necessary to enlist the help you need.
- identify ways to generate passion about your vision.

### **Fostering Collaboration**

- recognize the value of fostering collaboration, as opposed to competition, through the development of shared goals, integrative solutions, and trust.
- identify elements of competition and collaboration.
- identify ways to develop collaborative goals.
- identify ways to create a collaborative environment.
- select ways of developing integrative solutions.

### **Developing Critical Thinkers**

- recognize the value of developing critical thinkers.
- identify elements of critical thinking.
- identify the guidelines for facilitating critical thinking.
- identify ways in which leaders can assist employees in challenging their assumptions.
- choose ways of thinking that create imaginative alternatives.

