

STRATEGIC EMPOWERMENT

UNIT 2

CONCEPT

Leaders often face challenges when they empower their teams to innovate and create new solutions. One of the most common challenges is that team members try to change things that aren't in their jurisdiction and get frustrated.

WHY this tool works:

The Strategic Empowerment tool creates a clear, shared understanding of where team members can innovate and add their own flavor while preventing frustration about topics and processes that must be done a particular way.

RESULTS

Clear, mutually shared expectations are the foundation of productive work.

RELATIONSHIPS

Strong relationships require trust that's built from clear, mutually shared expectations of one another along.



WHEN to use it:

You can use the Strategic Empowerment tool as part of a team retreat or any time you suspect misunderstanding about where team members feel empowered, and unspoken or unfulfilled expectations have crept into your team dynamics.

STRATEGIC EMPOWERMENT



FOCUS AREA:

WHAT ARE THE HARD LINES?

(Firm policies and regulatory guidance that are a core part of your approach, brand, or legal obligations.)

What are three sample scenarios that will help clarify these parameters?

WHAT ARE THE SOFT LINES?

(Outcomes that must be achieved or directional guidance. How they are achieved is at the discretion of the associate or team member.)

What are three sample scenarios that will help clarify these parameters?

WHAT ARE YOUR LINES?

(These areas are up to the person or team's discretion.)

What are three sample scenarios that will help clarify these parameters?