

Empowerment-Leadership Development Ted Ward

On a 3x5 card respond to the following:

Within the field activities and/or management operations of my organization, what has been,

Side 1: The most clearly empowering (enabling) change, adjustment, strategy, or procedure?

Side 2: The major limitation or barrier that we (your organization) have put in the way of empowerment?

Ask each group to deal with these 8 matters, no more.

Unpack the item this way through discussion.

For side 1:

1. What was/is the situation?
2. In what way does it show the out come of empowerment?
3. What actions of the assistance worker(s) or organization made the difference?
4. What principles were at work? (State in *action* terms.)

For side 2:

1. What tends to go wrong?
2. In what ways does it limit empowerment?
3. What actions of the assistance worker or organization inhibit?
4. What principles were at work? (State in *action* terms.)

Evidence of empowerment

What do we look for?

What should be watched?

Intermediate evidence of empowerment: cannot specify, but can recognize (see list of 4 evidences of empowerment)

Answering the key question: so what?

From the group discussions:

Insights?

Reaffirmation?

Decisions?