

Empowerment

Suggested participants

All persons, employees and managers who work in public or private sector organizations and who want to adapt to the new realities brought on by technological, economic and man power changes of the new economy.

Learning objectives

At the end of this course the participants should be able to:

- Identify the reasons for moving from the old to the new context of the workplace that that requires the empowerment of the workforce;
- Distinguish between motivation and mobilisation;
- Identify the values that empowerment;
- Identify the characteristics of an empowered person;
- Identify the characteristics of an environment in which empowerment is encouraged;
- Situate the role of individuals in an empowered workplace;
- Learn the fundamentals of communication between empowered people;
- Apply in their own workplace the basic notions relating to empowerment.

Content

The content of this course can vary in response to the different needs of clients. The course may include:

- A comparison of the old and the new workplace;
- The differences between “to motivate” and “to mobilize”;
- The essential elements of empowerment;
- The role of top management in the implementation of an empowered environment;
- The role of employees in the implementation of an empowered environment;
- An analysis of the concept of power and of different management styles;
- The importance of communication in an empowered environment;
- The implication and the commitment required to successfully move to an empowered environment.

Course participants and duration

This one day course is normally given to groups of 8 to 12 participants from the same organization. Since different clients' needs vary, we can adapt the schedule, the content and the learning activities so as to respond to specific needs.