

Empowerment



**ASSIGN
BUSTER**

“ The best executive is the one who has sense enough to pick good men to do what he wants done, and selfrestraint enough to keep from meddling with them while they do it. ” – Theodore Roosevelt The individuals who spend their maximum part of the day at the workplace, striving hard to reach to a conclusion benefiting them as well as the organization are called as employees. In a layman’s language employees are the lifeline of an organization. Empowerment of employees results in increased initiative, involvement, enthusiasm & innovation.

From large corporate giants to a small business operation, this concept holds true. This is because; empowerment caters to an important human need which is common to any employee, regardless of work setting. This is the need for recognition and self actualization. In some people, this quality is high while you may find other with a limited level of these needs.

Sometimes, the need may exist yet, overshadowed by other more pressing needs or hides deliberately to suit organisational culture. Yet, it is important for managers to realize that each employee can be given responsibility, decision making rights, and resource allocation powers so that they can complete an assigned task successfully with minimum management intervention.

This in fact creates “ mini managers” who are self directed across all levels of the business. Empower and Relieve yourself When a manager or a leader trains themselves to empower their down line, it also benefits the manager or the leader as well. Employee empowerment changes the managers’ mind-set & leaves them more time for company-wide improvements. The leader has more time and thinking time to engage in overall visionary strategizing

than be embroiled in day to day fire fighting within functional activities. This helps organizations a better and stronger growth potential.

What makes Business Empowerment a success? •Job satisfaction and a sense of meaning in the work you do can be the most powerful reward the employee can get. •Motivates employees to put more effort to achieve higher wages or performance bonuses given. Task-specific knowledge is the best way to identify and solve problems to increase productivity through better decisions taken by persons on the job rather than the management. •Encouraging & getting the employees involved to play an active role in their work place gives them the feeling of responsibility to perform better. (Sense of belonging in the work place). •Empowerment also points towards a career development path, motivating people to work harder and perform as managers, even if they are currently not holding managerial positions.

By delegating authority to run the day to day business to those who are involved in the task, people become energized and interested to forge ahead. •Minimizing the layers of supervision, reducing costs and creating agility within a business that is so important in today's fast phased global environment. When an organisation taps on to these benefits from empowerment, the managers must make sure to reward and recognize the achievements of those who are empowered. This boost the morale of the work force further while encouraging those who are lagging behind to seize the opportunities to be empowered.