

Series:

Power Broker

Session Eight:

“How to Empower People in the Workplace”

5-25-06

A. The Mission of the Workplace

To empower people to meet the needs of others through the _____ of their professional lives.

B. What is the Purpose of the Business?

Short View: to make money

Long View: to meet needs

C. The Evolution of the Average Business

Stage 1: I'm here to meet my need for life support.

Stage 2: I'm here to meet my need for life improvement.

Stage 3: I'm here to meet my need for life improvement – for life.

D. Whose Needs Should the Business Meet?

1. The needs of the Customer?
2. The needs of the Employee?
3. The needs of the Management?
4. The needs of the Stockholder?

- What should be the priority in the meeting of needs?

E. The Evolution of the Empowering Business

Stage 1: I'm here to meet my customer's need
Owner
Customer

Stage 2: I'm here to meet my employee's need
Owner-
Customer-

Stage 3: I'm here to meet my stockholder's need after I meet my employee's need.
Stockholder-
Manager/Former Owner-
Employee-
Customer

F. What are the Needs of the Employee?

1. Survival
2. Success
3. Significance

G. A Biblical Model of Business Empowerment

-The story of Philemon the Manager

1. He understood the principles of empowerment outside the context of business.
Philemon 1-7
2. He had not applied the principles of empowerment in the exercise of his management.
Philemon 8-11
3. His employee had been empowered outside of the environment of the workplace.
Philemon 12-16
4. His mentor was returning his employee to be put to work as an empowered graduate.
Philemon 17-21
5. His acceptance of the new relationship was assumed on the basis of his enlightened perspective.
Philemon 22-25

H. How to Become an Empowering Manager

1. Make the enhancement of your employees your primary mission.
-When was the last time your employees had a chance to receive training beyond their present assignment at your expense?
2. Provide every resource necessary for the success of your employees in their assignments.
-What would your employees say they need from you – but cannot get – to succeed in their position?
3. Energize your employees through the assignment of stimulating responsibilities that stretch their horizons.
-How many people have gone from fresh to frozen because of a lack of advancement within their positions?
4. Research and reward the victories of your employees.
-What is the relationship between the time you spend confronting employees and the time you spend commending them?
5. Recruit & retain employees on the strength of your commitment to their empowerment.
-Why do people stay with you? Why do they leave? How do you feel when they move on? How do they feel?