

## Empowerment - The Rewards are Greater Than the Risk - By Dr. Rick Johnson

2007-10-08

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Empowerment is a common trait used by most effective leaders. The rewards of empowering your employees are far greater than the risk. Give them some independence in choosing their work schedules or other factors that won't affect overall objectives. Empowering employees allows them to use their own initiative and creativity to accomplish things you never imagined they could.

### **Allow your employees to take risks and demonstrate initiative.**

Employees must take ownership in the success of the organization. This means they must become part of the strategy employed by the company. Acknowledge their presence and contributions, and praise them at every opportunity. But, be sincere. Jack Welch, former CEO of General Electric, had a favorite method of sending personal handwritten notes to employees who demonstrated some form of success. This is an employee issue that cannot be emphasized enough. Employees want to know how they are doing and they want to be held accountable.

Winning organizations continuously build leaders at every level in their organization. Leaders, who actively attempt to mentor, coach and build other leaders gain respect throughout the organization and transfer knowledge, ideas, values and an attitude about success. They .....

Create a sense of urgency

Project and articulate the vision

Create stretch goals

Develop trust and a spirit of teamwork

Develop realistic expectations for success

Promote an environment of success, trust and belief

Demonstrate honesty-to tell the truth-to do the right thing- with no hidden agendas

Lead with Integrity and respect-responsiveness -recognizing employee value-empowerment

Show passion and commitment

Motivate and inspire

Effective leaders must have an edge. They must be courageous enough to take risk and have an unrelenting readiness to act. Popularity is not a requirement, but the ability to generate respect from the employees is, without a doubt, one of the most critical attributes. They must be relentless in their efforts, unconcerned about personal sacrifice of their time, and willing to go beyond normal expectations. Tough decisions are commonplace, uncharted territories will be the norm. Honesty and impeccable character are musts.

Leadership is often described as the art of getting people to accomplish specific objectives. However, organizations are complex social entities with widely distributed responsibilities and assets. Unilateral action toward specific objectives is seldom sufficient in itself to create the kind of success expected for a company seeking growth and increased market share. Leadership is key to harmonizing diverse group interest into a focus-specific mode that supports the mechanics of execution. Those mechanics must include empowerment. The focus is on the way managers orchestrate activities and events and engage others in tasks, empowering them so that the desired results are realized. Action is essential and is implicitly equated to professional leadership. This skill is subjective and often artistic. It varies with every situation and every individual. Leadership skills can be enhanced and fine-tuned but a basic ingredient of humanistic understanding must exist to create a platform for leadership development.

Leaders get results. They make things happen. They continually advance a clear agenda, get others to buy in and move the organization to accomplish specific objectives. They are explicit, consistent, concise and sincere. They generally have an abundance of charisma although some leaders gain success with a quieter influence. Leaders take charge and are not afraid of responsibility or risk. Most people want to follow them. A good leader develops openness, honesty, clarity of purpose and a sincere caring for the people they lead. They gain commitment and trust by demonstrating respect for the individual. They have a keen sense of understanding. They believe in their task, they understand the objectives, they communicate clearly and they honestly project the understanding that they need the efforts of everyone to succeed.

Allow room for a few Mavericks to exist in your organization. Empower your employees so they will take calculated risks. The worst thing you can have happen in your organization is for all your employees to do exactly what they are told to do - exactly how they are told to do it. Release the initiative and creativity in your employees by empowering them.

Check out Rick's new CD and Workbook -- Real World Leadership Kit --- 'Learning to Lead So Others Will Follow'

<http://www.ceostrategist.com/resources-store/real-world-leadership.html>

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This article comes from Hotel News Resource

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