

o Dignity at Work

### The benefits

A lack of empowerment in the workplace can lead to team members having a loss of confidence and self-esteem, leading to unhappy colleagues and poor performance because they don't feel listened-to and/or respected.

Empowering your team in a positive way means giving them the authority, autonomy, and resources to make decisions, solve problems, and take ownership of their work life. It can boost their commitment, motivation, creativity, and productivity, as well as your reputation as a leader.

By being more agile, providing clear direction and support, developing trust, and fostering a culture of two-way communication, you can help your team members reach their full potential and drive positive outcomes for GC.

"I often feel like I'm walking on egg shells at work! I often step-up and cover for my manager when they're on holiday - but when they're back, I'm asked to step-down and I can't get involved with strategic activities."

Belonging at GC:  
a safe and inclusive place to thrive

### Some hints and tips on how to empower people



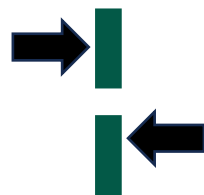
#### Delegate tasks

- whilst it can also help boost your own capacity, when done in a considered and informed way, it can be a healthy part of a colleagues' development plan and include planned and unplanned tasks and activities.



#### Ask for feedback

- whether that's proactively asking for feedback on specific tasks, or just being available. Try to have a two way 'open door' approach - where others also feel they can come to you to ask questions and bounce ideas off you.



#### Set clear boundaries and expectations

- these won't confine or restrict a team - they will give the freedom to act within a framework and help everyone understand the scope of their role and how and when they can 'stretch'.



#### Be flexible

- have some flex in your calendar to make sure you can accommodate the unexpected! Don't shy away from actively supporting the wider team's activities and tasks - and dip in lend a hand where you can - don't wait to be asked...



#### Show your appreciation

- actively acknowledge and reward hard work for and unplanned support, for going 'above and beyond' and showing initiative - and show your appreciation for their contribution.



#### Actively support personal growth

- this can be anything from a conversation and sharing your experience and tips, creating a road map to help others achieve their work objectives, to building and developing longer term coaching and mentoring relationships.

### Start to take action

Empowering people might initially feel like you're losing control, but it doesn't have to be that way. It just takes a bit of up-front thinking, lots of active listening and lots of mutual trust and respect.

- Think about how your team can support and act in your absence when you're on annual leave.
- Let your team in on your strategic thinking and planning ....
- Consider if you'd like to take part in GC's Mentoring programme.
- Check out our short videos: Six steps to effective delegating, Introduction to coaching and workshops: Coaching and Mentoring workshop, Making the most of our Conversations
- Nominate colleagues for our Performance Star and Valued Star Awards.