Empowering people

○ Dignity at Work

The Growth Company

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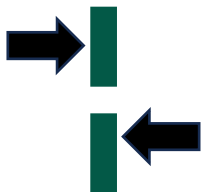
Set clear boundaries and expectations
- these won't confine or restrict a team - they will give the freedom to act within a framework and help everyone understand the scope of their role and how and when they can 'stretch'.

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.

Belonging at GC:
a safe and inclusive place to thrive