



# character

a 52-week series about amplifying your  
management & leadership skillset

create

# Empowerment

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## Overview

If there was one thing I would share about management & leadership...

It would be about the importance of **empowerment**. Two things. We can't do it alone and we must be developing our replacement. Those alone must drive our next steps in how we embrace empowerment. Empowering others trumps the "I can do this better and faster, and I will control this because I am indispensable" mentality.

*"Control leads to compliance;  
autonomy leads to engagement."*

*Daniel Pink*

### For the week...

- **Reflect:** Make a quick list of the things (tasks) you can and need to empower your team to accomplish. Think growth opportunities.
- **Act:** As you begin to share the list with your team, be very aware of the following: I have shared the required knowledge, boundaries and trust to be successful.
- And empowering your team hinges on the ability for you, the manager and leader, to allow and accept someone else having a better idea, greater skill and more success.

Let's be real, **this is also about the empowerment you require**. You have someone who oversees your job and expectations. They must, with the same growing others mindset, share empowerment with you. If you don't feel empowered, two things. One, it is time to sit down with your leader and have a conversation. Or Two, if the conversation is not possible or appreciated, maybe it is time to move on.



To learn more about this series, contact Kurt Reinhart.  
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