



Leading an Empowered Workforce

An empowered workforce has the potential to drive organizational growth and exceed determined expectations and results. In today's fast-paced business landscape with an increased reliance on knowledgeable workers, effective empowerment has become an organizational imperative. In order to benefit from this, your organization's leaders need to be fully prepared to handle three things: who decisions are made by, how input is gathered, and the process that allows for timely decisions. Managing the decision-making process up front will determine how employees interact with your leaders and the input they receive. Clarity around process will give employees exactly what they need to take accountability within a framework for the outcomes and consequences of their decision making.

Empowered employees are more likely to optimize the decisions in their control and work to their full potential. Your leaders are the only ones who can truly take control of the level of empowerment employees have, and this is a skill that needs to be learned. In Eagle's Flight's one-day course, *Leading an Empowered Workforce™*, your leaders will be equipped with the skills and tools to drive the right level of empowerment by clearly defining roles and creating a plan for proper execution so their direct reports have the freedom to make decisions and give input.

THE OUTCOME

Leaders will return to work with the ability, tools, and confidence to:

- Facilitate insightful input-gathering and make informed decisions based on insights and consequences
- Assign accountabilities to achieve the desired results, which includes the associated potential consequences
- Manage alignment, contribution, and commitment throughout the decision-making and implementation processes
- Manage the shared responsibility between the leader and the employee to achieve desired results

THE DETAILS



1-day
program



5 - 40
participants



Ideal for mid-level
and senior leaders



Customization and
delivery options
available



Post-course
reinforcement
available

THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."

Marc Caira, Vice Chair, Restaurant Brands International



Left with questions? Wondering what a partnership could look like? Give us a shout!

Toll-Free North America: 1-800-567-8079 • International: +1-519-767-1747 • www.eaglesflight.com
Asia Pacific: +65-6805-0668 • Europe: +44 (0) 1753-533010 • South America: +55-11-3050-2210