

Team/Task Empowerment Process

Overview

THE TEAM EMPOWERMENT PROGRAM APPLIES IN ORGANISATIONS / PROJECTS:

- Where productivity must be improved for competitive and profitability reasons
- Where team-work needs to be improved
- Where morale needs to be improved
- That are moving towards the modern "empowerment" styles of management
- That are seeking cultural change.

WHAT THE TEAM EMPOWERMENT PROGRAM DOES:

- Establishes a process for delegating responsibility for results rather than merely delegating functions
- Creates a culture that encourages full, free communication at all levels while maintaining focus on the job
- Provides both scope and motivation for each person to grow to the extent of their capability
- Supports and encourages each individual through team participation
- Provides the means for measuring actual achievement/running of project meetings; early warning of deviations from expected performance.

IMPORTANT FEATURES OF THE TEAM EMPOWERMENT PROGRAM

- Involves every person in making their own unique contribution to project objectives
- Acknowledges and rewards individuals based on their contribution to those objectives
- A cultural change process that is focused on project's objectives while providing respect and reward for individual contribution to team effort.

HOW THE TEAM EMPOWERMENT PROGRAM WORKS

- The training deals with the project's actual business goals
- The training assumes and relies on full, free communication between all team members
- The training process covers six distinct steps:
 - Defining the team's vision and mission
 - Defining key target areas and roles especially the leadership principle
 - Identifying priorities, measurement criteria and standards
 - Setting results and times, targets and tolerances
 - Defining and resolving problems
 - Evaluating, counselling, rewarding
- Each team member is linked to the vision and mission of the project and contributes by taking on specific personal accountability for their role in the success of their team
- The process allows for each team member to significantly influence their own project path progression