

# Empowered For Change

*Empowered for Change has been developed to re-energize employees and to give them a sense of power and control over their lives, and help them cope with change.*

Empowered for Change is a unique two-day workshop that helps participants assess strengths and development needs and prepare an action plan to increase productivity and job satisfaction in a changing environment. A one-day follow-up session is conducted six months after the initial two-day workshop.

In today's dynamic and uncertain business environment, companies are finding that low employee satisfaction, loyalty, commitment and productivity are contributing to poor business performance. Middle-level managers in particular have been greatly affected by mergers and downsizing. Those remaining in an organization are for the most part working more hours with less opportunity for promotion. The feeling of having control over one's life has been reduced.

## THE PROGRAM

**Introduction:** What's happening in the world of work... How to cope... Rationale for workshop... Objectives and personal expectations.

**Planning Your Life:** What is success?... Importance of goals... Increasing choices... Personal (non-financial) assets, i.e. competencies, motivation, friends, family, creativity, health, humor and a philosophy of life.

**Motives:** The three basic social motives of achievement, affiliation and power... impact on work and life... increasing motivation in yourself and others.

**Personality Type:** Feedback from Myers-Briggs Type Indicator... Implications for career planning, work setting and personal life.

**Career-Interest Inventory:** Feedback from Self-Directed Search instrument... Helps evaluate abilities, skills and interests.

**Work-Performance Feedback:** Participants review last three performance appraisals to identify development needs... How to improve the quality of feedback you receive and give.

**Empowering Yourself and Others:** Being autonomous and authentic... Personal purpose and goals... Writing energizing statements... Examining personal values and the impact on career choices.

**Career-Line Exercise:** Identify significant events and key lessons that have occurred throughout their careers... What was learned and how was it learned.

**Integration:** Pulling all of the data together... What does it mean... How does one piece of data relate to another.

**Development Planning:** Setting goals and action plans for on-the job-application... Using company resources and external resources to help... Improving personal productivity.

**Obtaining Support:** Contracting with the boss about: expectations/objectives, performance feedback and development help... Form internal-support group with two other participants... Role play practice.

**Empowering Others:** Applying learnings to improve management of others... Coaching and counseling skills.

## PARTICIPANTS WILL LEARN

- Seven key personal assets that can improve the quality of one's life.
- To identify their strengths, values, motives, interests, personality characteristics and development needs and to apply them on the current job to increase job satisfaction and personal productivity.
- To regain control of their lives, to recharge their batteries and to re-energize.
- To obtain help from other people and company resources toward the accomplishment of an ongoing personal development plan.
- To help subordinates to be more satisfied and productive.

## Special Features

Empowered for Change is conducted “in-house” for companies and utilizes existing performance- appraisal forms, development-planning guides, etc., supplemented with other professional-feedback and assessment instruments. Working within your company’s existing culture, norms and policies increases the effectiveness of the program. It can also be customized to various employee groups.

## WHO SHOULD ATTEND

Managers and supervisors as a group, and non-management employees as a group.

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