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Empowerment:
5 myths and how to get there!

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Scrum Alliance CST CERTIFIED

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MANAGEMENT 3.0

Agile Leadership Practices

Empowerment x Autonomy

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Autonomy

The power or right of self-government

Empowerment

The giving or delegation of power; authorization

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Question:

Do you know your team's empowerment level to make or change decisions?

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Fact:

Invisible eletric fences will kill proactivity

Share one good or bad experience with invisible eletric fences

Delegation Poker

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The cards in this document are part of the Management 3.0 course. They represent the 7 delegation levels for empowering organizations. You can find a description of their use at www.management30.com/delegation-poker

MANAGEMENT 3.0
Agile Leadership Practices

Delegation Poker

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1) You're the **Manager** and your Team wants to buy a new testing tool to replace the corporate one. Using the Delegation Poker, define the **empowerment level** you would give to your Team to solve this issue.

2) As a **Team member**, which empowerment level do you expect from your Manager to solve this issue?

Delegation Poker

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70% of our students choose lower numbers (1,2,3) as Managers and high numbers (5,6,7) as Team Members.

As Team members they want more empowerment they're willing to give as Managers.

Would you guess why?

What's necessary to raise Team's empowerment?

myths about empowerment

5 myths about empowerment

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1

Empower your team means you're weak or incapable to solve the problem by yourself

2

Empower your team requires trust only from your side

3

When you empower your team you do expect they take the same actions you would take if you were the one solving the problem.

4

You empower your teams to get rid of the least important issues

5

When you empower your team you're actually transferring responsibility

Pick the most critical one

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1- it means you're weak or incapable

2- it requires only trust from your side

3- you do expect the same actions you would take

4- it means getting rid of least important items

5- it means you're transferring responsibility

Pick one and discuss it with whoever is around you

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Question:

How to get rid of invisible eletric fences?

Frauk's Delegation Board

1 Tell — I will tell them

2 Sell — I will try and sell it to them

3 Consult — I will consult and then decide

4 Agree — We will agree together

5 Advise — I will advise but they decide

6 Inquire — I will inquire after they decide

7 Delegate — I will fully delegate

Size of budget

Which conference to take

Contracts and details of employees

What team training to do?

"Tagesrate" for freelancer

Do we need Azubis?

AgileCoach to Team map

3 factors about empowerment

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Empowerment is not binary

Empowerment is context dependent

Empowerment grows gradually

Delegation Poker

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You can download the cards for free!

http://management30.com/product/delegation-poker/

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Thanks :-)

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