



TEAM BUILDING IV

EMPOWERMENT



THE INTENT:

TEAM BUILDING IV CONSISTS OF

numerous group and individual activities to assist team members in taking ownership of their responsibilities to the team, as well as helping them FEEL empowered. TBIV encourages employees to be flexible in thought and action, fostering open communications and shared values between managers and team members.

The following elements comprise Team Building IV

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| ➔ Review of Steps to Date | • | ➔ Current Mapping |
| ➔ The Blindfold Exercise | • | ➔ Ideal Mapping |
| ➔ The Quality Triangle | • | ➔ Action Plan |
| ➔ Defining Obstacles to Quality Performance | • | ➔ The Next Steps/Empowerment |
| ➔ Roles and Responsibilities Defined | • | |

Empowerment brings reality to the team building process... from the viewpoint that each person is responsible for their actions/requests. We define accountability, measurement and how we move to higher levels by achieving solid goals, building competent teams along the way. **Empowerment also includes:**

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| ➔ Creating self-directed work teams. | • | ➔ Encouraging employees to assume more ownership of their work areas. |
| ➔ Encouraging employees to be flexible in thought and action. | • | ➔ Fostering open communication and shared values between managers. |
| ➔ Establishing autonomous teams without managers. | • | ➔ Providing empowerment-oriented training and policies, particularly in the area of self-managed teams. |
| ➔ Requiring managers to delegate more authority and responsibility. | • | |