

Enabling ? Beyond Empowering

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Reviews

This sort of book is everything and taught me to seeking forward and more. This really is for those who statte there had not been a well worth reading. I found out this pdf from my i and dad advised this book to discover. (Prof. Griffin Murphy)

ENABLING ? BEYOND EMPOWERING

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Viva Books, 2009. Softcover. Book Condition: New. First edition. Enabling ? like empowering ? is about providing people with the authority, autonomy and the means to do what need to be done. In a managerial context, however, enabling includes such key manager and leader functions as ? coaching, mentoring and sponsorship, as well as empowerment. It is these three crucial functions ? together with the appropriate managerial behaviours involved, in effectively discharging them ? that invest enabling with a much wider significance than simply empowerment, per se. The findings and conclusions in this book represent a distillation of: Experiences working with over 7000 leaders and managers, over a period approaching half a century Progression from shop-floor production to senior management in variety of businesses Eighteen years of management consultancy, operating throughout Western Europe, the US and Canada The academic disciplines and fields of study of a MSc degree by research, in organisation behaviour Close, collegial working with faculties of leading business schools in the UK and abroad Experience of naval and military service in both conventional and special armed forces. The aim of the book, overall, is to emphasise and reinforce the added value that can accrue from empowered people using and building on their many talents, free from unnecessary fetters and restrictions. Specifically, however, it seeks to underline the case for effectively managed and led empowered people whose learning, development and contributive competence are continually enhanced and intelligently used, via the tools, techniques and practices that are essentially enabling. In other words ? professional freedom, within an equally professional framework. Contents: Introduction ? Enabling ? ?empowerment plus? ? The 1990s and beyond - a world that needs enabling managers? Enabling and empowering - some key differences ? Enabling as a process for focusing and controlling ? The challenges...

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