

CHECKLIST

Empowerment

1) The Culture

- Emphasis on core values; mission statements provide guidance
- Emphasis on commitment, co-ordination, and commitment via shared goals, values, and traditions
- Emphasis on power and decision-making devolved throughout organisation (relevant expertise)
- Mutual influence systems (participative)
- A culture of pride. Tap peoples' problem solving skills. People are the greatest asset
- Individuals trusted and can question systems. Develop appropriate way
- Human resource issues are a primary concern in strategic business decisions
- An open flexible system, stressing adaptability
- External orientation, market led, close to the customer and the environment.

2) The Values

- People are an asset to be developed and a major stakeholder in the organisation
- People are a unique, talented flexible resources
- People want to take pride in their work and to be productive
- People have a need for recognition, enhanced self-image, and influence on the decisions affecting their workspace
- Management empowers works to participate in decisions and contribute to personal and organisational growth

3) Job Design

- Grouped tasks requiring multiple broad skills
- A degree of self determination
- Combined doing and thinking, everyone's ideas contribute to the company
- Flexible job descriptions
- Everyone responsible for quality
- Individuals encouraged to take decisions and to solve problems

(Source: ACAS Effective Organisations Booklet).