



Empowering the Workplace for Greater Impact



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Meirc
Training & Consulting

Why Attend

Today businesses are looking at empowerment as a catalyst for higher levels of employee productivity and engagement. Numerous studies and expert opinions have stressed the positive impact of empowerment on an organization's quality of work, employee satisfaction, collaboration, productivity, and costs. However, empowerment cannot happen without an active and committed role from management. In this course, we cover the rising importance of empowerment in the workplace and the tools available for management to integrate it into the working environment of an organization.

Course Methodology

In addition to the material and supporting research and articles, the course provides participants the opportunity to conduct several self-assessments to understand their capability to apply empowerment in their work environment. Participants will also analyze a number of case studies and understand the challenges and benefits that come with empowerment. In addition, several videos will be shown throughout the course showcasing thought leaders and their insight into the evolving role of management through the practice of empowerment.

Course Objectives

By the end of the course, participants will be able to:

- Build an in-depth understanding of empowerment
- Acquire vital managerial competencies to empower and engage
- Develop and manage empowered employees
- Gain team commitment and performance through delegation and interdependence
- Employ acquired knowledge on empowerment at the organizational level

Target Audience

This course targets managers and supervisors who are keen on improving productivity and achieving sustained higher results from their employees and teams. The course also serves as a strong foundation for senior managers and leaders who want to know more about empowerment and what to expect as they consider new market demands on performance and results.

Target Competencies

- Empowerment
- Engagement
- Accountability
- Decision-making
- Teamwork
- Conflict management
- Coaching
- Delegation

Course Outline

- Understanding empowerment
 - Defining empowerment
 - Recognizing the benefits
 - Recognizing the roadblocks
 - Recognizing the mistakes
- Empowering the Manager
 - The shift in mindset
 - The behavior
 - The results
 - The value
 - From manager to leader



- Getting the buy-in
 - Setting career paths and reward systems
 - Creating the challenge
 - Measuring empowerment
 - Clearing the way
- The ethos of an empowering manager
 - Sharing goals and direction
 - Building trust
 - Availing information
 - Delegating
 - Appreciating and giving feedback
- Empowering the employee
 - Encouraging a new behavior
 - Responsibility, Authority and Accountability (RAA)
 - Revisiting the job scope
 - Creating the zones of authority
 - Respecting the boundaries
 - Dealing with shared accountability
 - Setting the expectations
 - Performance management and reviews
- Empowering teams
 - Teams and the empowered workplace
 - Characteristics of an empowered team
 - Advantages and disadvantages of team empowerment
 - Setting expectations
 - Goals
 - Accountability
 - Teamwork
 - Self-management
 - Decision making
 - Results
- The empowered organization
 - Characteristics of an empowered organization
 - The role of leadership
 - The importance of coaching and mentoring
 - The transformative process
 - The supportive structure
 - Communicating empowerment
 - Auditing empowerment



Location & Date

20 - 24 Oct, 2019

English

Dubai

Sofitel Downtown Dubai

Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2019

US\$ 4800

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003



Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
30 Jun - 4 Jul, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Results Based Leadership	Arabic	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Supervisory Skills	Arabic	Dubai	US\$ 4800
7 - 11 Jul, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
14 - 18 Jul, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100
21 - 25 Jul, 2019	Leadership and Communication	English	Vienna	US\$ 4800
21 - 25 Jul, 2019	Transformational Change and Strategic Leadership	English	Dubai	US\$ 4800
28 Jul - 1 Aug, 2019	ILM Endorsed Middle Management Skills	English	Kuala Lumpur	US\$ 5100
4 - 8 Aug, 2019	Certified Professional Manager	English	Vienna	US\$ 5100
4 - 8 Aug, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	The Power of Leaders	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leading a Team of Champions	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Managing Up, Down and Across for Better Results	English	Dubai	US\$ 4800
26 - 30 Aug, 2019	Creative Leadership and Innovative Thinking	Arabic	Athens	US\$ 4800
1 - 5 Sep, 2019	Adaptive Leadership: Tools and Tactics	English	Dubai	US\$ 4800
1 - 5 Sep, 2019	The Leadership Challenge Continues®	English	Dubai	US\$ 5100
8 - 12 Sep, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
15 - 19 Sep, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Riyadh	US\$ 5100
15 - 19 Sep, 2019	Leadership and Communication	English	Riyadh	US\$ 4800
22 - 26 Sep, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
29 Sep - 3 Oct, 2019	Organizational Leadership	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Certificate in Leading Innovation and Organizational Transformation	English	Dubai	US\$ 5100
6 - 10 Oct, 2019	Supervisory Skills	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Results Based Leadership	English	Dubai	US\$ 4800



Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
20 - 24 Oct, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Certified Team Leader	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Leadership and Communication	English	Dubai	US\$ 4800
27 - 31 Oct, 2019	Good to Great Management: The Road Ahead	English	Dubai	US\$ 4800
3 - 7 Nov, 2019	Certificate in Business Decision Models	English	Dubai	US\$ 5100
3 - 7 Nov, 2019	ILM Endorsed Leading and Managing Change	English	Dubai	US\$ 5100
3 - 7 Nov, 2019	Managing Self and Leading Others	Arabic	Dubai	US\$ 4800
3 - 7 Nov, 2019	The Certified Supervisor	Arabic	Dubai	US\$ 5100
10 - 14 Nov, 2019	Adaptive Leadership: Tools and Tactics	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Certified Professional Manager	English	Dubai	US\$ 5100
17 - 21 Nov, 2019	The Power of Leaders	Arabic	Dubai	US\$ 4800
24 - 28 Nov, 2019	ILM Endorsed Coaching and Mentoring Skills for Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	Arabic	Dubai	US\$ 5100
1 - 5 Dec, 2019	Leading a Team of Champions	Arabic	Dubai	US\$ 4800
8 - 12 Dec, 2019	Organizational Leadership	English	Dubai	US\$ 4800
8 - 12 Dec, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	ILM Endorsed Middle Management Skills	Arabic	Dubai	US\$ 5100
15 - 19 Dec, 2019	The Leadership Challenge® Workshop	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
22 - 26 Dec, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
22 - 26 Dec, 2019	Leadership and Communication	English	Dubai	US\$ 4800
29 Dec - 2 Jan, 2020	Certified Team Leader	English	Dubai	US\$ 5100
29 Dec - 2 Jan, 2020	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100

Meirc Timeline

