Empowerment

[Name of the Writer]

[Name of the Institution]

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Creating a work environment where employees are empowered, they will become more productive and contributing. Instead of limiting employees’ cognitive tools and confidence, trusting and allowing them to do as they feel right and do the right thing will result in positive results as trust leads to improved and more creative work. But, at times it is challenging to identify precisely how to ensure the right empowerment.

Empowering employee also means taking risks. When employees are given the authority to try and take risks, they will be able to try different things in different ways leading to various discoveries. The idea of empowerment may seem outrageous, daring, or wrong, but empowerment is the element of work that makes an employee work with more passion and intensity (Kotter, 2014). For a leader to encourage employees to take risks, innovate and improve their productivity and efficiency, they should be provided with a safe and trusting environment. An environment where employees are not worried about the consequences of taking risks, trying new ways, innovating, etc. they will feel safe and come up with many things that will ultimately benefit the organization. Secondly, employees should be rewarded for their risk-taking and given feedback even on their small accomplishments or innovations; this will lead to more comfort and inspiration to do more. Lastly, not just managers but low-level employees should also be provided with a safe, encouraging and rewarding platform where everyone can participate in risk-taking and innovation, etc.

As a leader, I would let my employees know that they can think outside the box and that they have the freedom to try new ways to perform their work more efficiently and happily. I would recommend them to forward their suggestions and ideas of what and how they would like to do. I will assure my support and even place rewards for those who make a positive difference in their work and the organization's achievements. This process will improve the overall working environment and encourage employees to think and perform well, get excited and motivated, and look for inventions and opportunities to bring something new to the table.

**References**

Kotter. (2014). Get Your Employees To Work 'Like Nobody's Watching'. Forbes.com. Retrieved 29 January 2019, from https://www.forbes.com/sites/johnkotter/2014/01/16/get-your-employees-to-work-like-nobodys-watching/#119584d939b8