

# Navigating the Balance Between Empowerment and Accountability

**Description:** Many managers find the practice of holding employees accountable difficult. At the same time, they resist empowering those employees to make decisions and take action limiting performance. There is a connection between the ability to hold an employee accountable and the willingness to empower that employee for performance and goal achievement. This course equips participants with knowledge and tools that make accountability a positive experience for both the manager and employee.

## Outline

- Consider the difference between delegation, empowerment, and accountability
- Make the connection between your credibility and their accountability
- Assess your practices in balancing empowerment and accountability
- Learn to apply the five approaches to accountability
- Develop skills that are needed to hold employees accountable
- Determine when employees are willing to be accountable
- Recognize the link between valuing and empowering an employee
- Develop win-win accountability and empowerment scenarios
- Be willing to address low performers

## Objectives

- Practice both accountability and empowerment
- Build credibility that supports accountability and empowerment
- Utilize the five approaches to accountability with intentionality
- Make the connection between your management practices and employee performance
- Achieve goals and high performance by developing win-win scenarios for employees
- Address issues of consistent low performance