

# The Three Keys to Making *Empowerment* Work in Your Organization

***Empowerment Takes More Than a Minute*** is the book that finally goes beyond the empowerment rhetoric to show managers how to achieve true, lasting results in their organizations.

These expert authors explain how to empower the workforce by moving from a control-and-be-controlled mindset to a supportive, responsibility-centered environment in which all employees have the opportunity to do their best. They explain how to build responsibility and trust, and they define the three essential keys to making empowerment work in large and small organizations:

1. *sharing information with everyone*
2. *creating autonomy through boundaries*
3. *replacing old hierarchies with self-managed teams*

***Empowerment Takes More Than a Minute*** reveals the dilemmas and paradoxes inherent in attempting to create an empowered workplace and culture. The authors present a clear case in support of the bottom-line value of empowerment, and provide a masterful plan for getting there.

***"Finally, the truth about empowerment!"*** Jack Canfield, coauthor of *Chicken Soup for the Soul*

***"The framework is perfect, clear and concise."***

Jo-Anne Pitera, Principal Consultant, Organizational Effectiveness, The Southern Company

***"The principles outlined are essential if you are to achieve true empowerment."***

H. Eugene Blattman, President and CEO, McCormick & Company, Inc.

***"The authors show that empowerment is more than an empty promise. A must-read for liberating the leader within people."***

Barry Z. Posner, coauthor of *The Leadership Challenge* and *Credibility*

***"This highly readable book illustrates beautifully how power already lies within people so that empowerment is a function of release rather than control management. Otherwise, people remain stuck in cotton candy, quick-fix thinking, and rhetoric."***

Stephen R. Covey, author of *The Seven Habits of Highly Effective People*

ISBN 1-881052-83-4



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