

EMPLOYEE EMPOWERMENT & AUTONOMY

- Fostering a **culture of empowerment and autonomy** amongst employees – to not only drive employee satisfaction, but also to create a more agility and faster decision making. This isn't easy, McKinsey suggests 5 key steps:
 - *Ensure that your organization has a well-defined, widely understood strategy.*
 - *Clearly define roles and responsibilities.*
 - *Invest in capability building (and coaching) up front.*
 - *Build an empowerment-oriented culture.*
 - *Decide when the other managerial archetypes are appropriate.*
- McKinsey: For smarter decisions, empower your employees decisions, empower your employ