

THE LAW OF EMPOWERMENT

Only Secure Leaders Give Power to Others

“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.” – Theodore Roosevelt

Leading well is not about enriching yourself—it’s about empowering others.

The number one enemy of empowerment is the fear of losing what we have.

“Great leaders gain authority by giving it away.” – James Stockdale

Enlarging others makes you larger.

Leading well is not about enriching yourself—it’s about empowering others. The empowerment leadership model shifts away from ‘position power’ to ‘people power,’ within which all people are given leadership roles so they can contribute to their fullest capacity. Only empowered people can reach their potential. When a leader can’t or won’t empower others, he creates barriers within the organization that followers cannot overcome. If the barriers remain long enough, then the people give up and stop trying, or they go away to another organization where they can maximize their potential.

When leaders fail to empower others, it is usually due to three main reasons:

THE #1 BARRIER TO EMPOWERMENT: DESIRE FOR JOB SECURITY – The number one enemy of empowerment is the fear of losing what we have. Weak leaders worry that if they help subordinates, they themselves will become dispensable. But the truth is that the only way to make yourself indispensable is to make yourself dispensable. In other words, if you are able to continually empower others and help them develop so that they become capable of taking over your job, you will become so valuable to the organization that you become indispensable. That’s a paradox of the Law of Empowerment.

THE #2 BARRIER TO EMPOWERMENT: RESISTANCE TO CHANGE – By its very nature, empowerment brings constant change because it encourages people to grow and innovate. Change is the price of progress. That’s not easy to live with. Most people don’t like change. Yet one of the most important responsibilities of leaders is to continually improve their organizations. As a leader, you must train yourself to embrace change, to desire it, to make a way for it. Effective leaders are not only willing to change; they become change agents.

THE #3 BARRIER TO EMPOWERMENT: LACK OF SELF-WORTH – Self-conscious people are rarely good leaders. They focus on themselves, worrying about how they look, what others think, whether they are liked. They can’t give power to others because they feel that they have no power themselves. And you can’t give what you don’t have. The best leaders have a strong sense of self-worth. They believe in themselves, their mission, and their people.

"Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile."

Vince Lombardi

"I alone cannot change the world, but I can cast a stone across the water to create many ripples."

Mother Teresa

"People who work together will win, whether it be against complex football defenses, or the problems of modern society."

Vince Lombardi