

I recently read an interesting white paper published by Dresser Associates, exploring why ensuring you empower your workforce matters. For me the article was summed up early on when it made the point that 'empowered employees are engaged employees'. Engagement after all just means people like their job, enjoy their place or work and are happy. No matter how focused a business might be on the holy grail of productivity and profit, you ignore the welfare of your people at your peril. We all need to feel valued in our work; to experience a sense of achievement; be given opportunities to stretch ourselves and be challenged. These things speak to the very heart of human nature and given the hours we devote to our working lives, if these elements are missing, it can become a pretty miserable situation for both employee and employer.

I also wonder how much organisations really embrace this shift in their culture management strategy. Easy enough to *say* you value your employees and intend to entrust them with greater autonomy, but to truly empower them can often mean a radical shift in your business' management style. I'm sure many executives view the realities of workforce empowerment with a somewhat jaundiced eye. The weight of the tried and tested top down hierarchical structure bears down and an organisation might be forgiven for only getting as far as lip service. Anyway, check out the link; it's fully of facts and figures and a case study or two; fascinating stuff.

<http://www.dresserassociates.com/pdf/whitepapers/The-Empowered-Workforce-Crucial-to-Success-in-the-New-Economy.pdf>