



Consulting and Training | Reach New Heights

Course Name

CMI Recognized Empowering the Workplace for Greater Impact

Sector Name

Internationally Certified Training Programs

Document Type

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Course Introduction

Creating an empowered workplace is essential for achieving higher productivity, stronger engagement, improved accountability, and sustainable organizational success. In today's fast-changing environment, leaders and managers must go beyond traditional supervision and develop teams that are capable, motivated, trusted, and empowered to make decisions, solve problems, and deliver results. Empowerment requires the right leadership behaviours, supportive culture, clear delegation, effective communication, and shared performance ownership across the workforce.

To help leaders build these capabilities, **BOOST Consulting & Training** has developed the CMI Recognized Empowering the Workplace for Greater Impact program. This course equips participants with practical tools and strategies to create a work environment where employees feel trusted, supported, and responsible for outcomes.

The program focuses on empowerment-focused leadership styles, effective delegation, coaching and feedback, engagement, psychological safety, cross-team collaboration, and performance accountability. Participants will learn how to remove barriers to performance, strengthen employee ownership, improve workplace

relationships, and foster a culture where people contribute effectively and deliver higher impact.

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Target Audience

- ✓ Team leaders and supervisors
- ✓ Middle managers and department heads
- ✓ HR and organizational development professionals
- ✓ Project managers leading cross-functional teams
- ✓ Business unit leaders responsible for team performance
- ✓ Professionals transitioning into people management roles

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Learning Objectives

- ✓ Understand workplace empowerment concepts and how empowerment drives performance and engagement
- ✓ Apply leadership behaviours that encourage trust, ownership, and accountability
- ✓ Delegate effectively and empower employees through clarity of roles, authority, and expectations
- ✓ Use coaching and feedback techniques to build employee capability and confidence
- ✓ Create psychological safety and strengthen open communication within teams
- ✓ Improve engagement and motivation using empowerment-based management approaches
- ✓ Resolve barriers to collaboration and enhance teamwork across departments
- ✓ Strengthen performance accountability through measurable goals and performance conversations
- ✓ Develop a workplace empowerment action plan to apply empowerment practices effectively

CMI Recognized Empowering the Workplace for Greater Impact

Course Outline

✓ DAY 01

Workplace Empowerment Fundamentals and Leadership Behaviours

- ✓ Understanding empowerment and its impact on performance
- ✓ Differences between control-based and empowerment-based leadership
- ✓ Leadership behaviours that build trust and ownership
- ✓ Shifting from directive management to supportive leadership
- ✓ Role clarity and shared accountability
- ✓ Assessing empowerment readiness in teams

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Course Outline

✓ Day 02

Delegation Mastery and Empowered Decision-Making

- ✓ Principles of effective delegation
- ✓ Matching authority with responsibility
- ✓ Setting clear expectations and boundaries
- ✓ Encouraging initiative and problem-solving
- ✓ Supporting decision-making at team level
- ✓ Avoiding micromanagement and overcontrol

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Course Outline

✓ Day 03

Coaching, Feedback, and Capability Development for Empowerment

- ✓ Coaching as a tool for empowerment
- ✓ Asking powerful questions to build ownership
- ✓ Providing constructive and developmental feedback
- ✓ Supporting confidence and skill development
- ✓ Encouraging learning from mistakes
- ✓ Building continuous improvement habits

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Course Outline

✓ Day 04

Engagement, Psychological Safety, and High-Trust Culture Building

- ✓ Drivers of employee engagement
- ✓ Creating psychological safety within teams
- ✓ Encouraging open communication and idea sharing
- ✓ Managing fear, blame, and resistance
- ✓ Strengthening collaboration across teams
- ✓ Building a culture of respect and inclusion

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Course Outline

✓ Day 05

Empowerment Implementation, Performance Accountability, and Action Planning Workshop

- ✓ Linking empowerment with performance management
- ✓ Setting measurable goals and expectations
- ✓ Holding constructive accountability conversations
- ✓ Removing organizational barriers to empowerment
- ✓ Sustaining empowerment through leadership routines
- ✓ Practical workshop: developing a workplace empowerment action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 13, 2026	April 17, 2026	5 days	4250.00 \$	UAE , Abu Dhabi

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