



Diagnose before you prescribe

The essence of empowerment is to ensure a win-win philosophy within the team. In other words, they get what they need to be successful and you get what you need achieved. Within the medical profession, this is analogous to diagnosing before you prescribe, or: seeking first to understand before being understood.

We will practice what we preach by recommending to you that we seek input from the delegates before the workshops to truly understand what empowerment might mean for them and what types of challenges they face in managing their particular teams. This will allow us to incorporate their needs within our proposed content.

Programme

Duration	Content
5 mins	Welcome, introductions, agenda and expectations
15 mins	Poles Apart An exercise in team co-ordination, identification of best practice and leadership - simple, frustrating and very funny. No one has yet beaten the World Record of 19 seconds set by the British Lions. This defies belief but is a very powerful exercise.
20 mins	Being a Trustworthy Leader This short session will highlight the importance of demonstrating trustworthiness as a leader, through character and competence. Through building trust and through trusting, a strong culture of empowerment can exist. By first experiencing a short 3-minute blindfold walk, we will debrief the exercise in terms of the impact of “blindfolding” your team and the difference it would make if the “blindfold” was removed. We will then build a model around always being trustworthy before you can trust and how you then need to trust before you can empower. No trust = no empowerment.

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40 mins	<p>Generating a Win-Win philosophy within your team</p> <p>People will feel empowered and driven to achieve if they feel listened to, understood and also receive the appropriate support to achieve their goals. Yet, we often set up parameters that mean we compete for limited resources and end up compromising the success of everyone.</p> <p>This session will start with an exercise called “Win As Much As You Can”. It is an exercise that involves delegates attempting to earn money by bidding against each other. They will make every effort to maximise their own return at the expense of other competitors, only to find that they really compromise themselves. If they had considered what the best result for everyone would have been, they would have played the exercise differently and earned more money. The debrief of this 15- minute exercise is to highlight that only win-win thinking can lead to better results and use of resources and the engendering of a truly positive empowered team culture.</p> <p>We will go on to highlight the power of seeking first to understand before making you understood and then in reaching a joint decision that both parties fully buy into and hence increase the likelihood of success. In essence, increasing the possibility of synergy within the team.</p>
20 mins	<p>A Pain in the Neck</p> <p>This is an activity straight from the world of sports psychology – designed to help individuals and teams overcome the negative power of self-limiting belief.</p> <p>The activity empowers individuals by demonstrating that what at first seems impossible, can very quickly become achievable. It also proves that you do not have to be an expert to coach your colleagues and help them achieve the task.</p>
15 mins	<p>What is the reality?</p> <p>Using the pre-session research we will run a 15-minute interactive session to look at what really happens for them in terms of empowerment and share best practice with each other. We will look at how the content of the programme might help them back at work.</p>
5 mins	<p>A quick feedback session from each delegate on what they will practically do next.</p>
Close	<p>Summary & close</p>

Total duration: 2 hours