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Empowerment is
not about giving
power to people
but releasing
the power people
already have. So

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say the authors of Empowerment Takes More Than A Minute . Now more than ever, organizations are maximizing their effectiveness by tapping their most vital resource - the talents of their employees.

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explains that
empowerment is
not "giving
power to
people." Rather,
it is "releasing
the knowledge,
experience, and
motivation they
already have."

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The 3 Keys to
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revisits the

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discussed in
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three keys are:
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information with

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everyone, create autonomy through boundaries and let teams become the hierarchy. They should be applied to each of the three stages of moving toward empowerment.

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How does
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empowerment
impact the
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Empowerment is based on the idea that providing employees with the resources, authority, opportunity, and motivation to do their work, as well as holding them accountable for their actions, will

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make employees
happier and more
proficient.

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many ways, this is a very good book, but there is something missing from it that makes it not as good and not as useful as it could have been. A great many business books like this one are told as fables, where

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Instead of explaining a concept the way a textbook would, the author creates a fake but “realistic” scenario where people discuss a situation and show the principles of empowerment in

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In recent empowerment literature, the meaning of the term empowerment is often assumed rather than explained or defined.

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Rappoport (1984)

has noted that
it is easy to
define

empowerment by
its absence but
difficult to
define in action
as it takes on
different forms
in different
people and
contexts. Even
defining the

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concept is
subject to
debate.
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Empowerment:

What Is It?

"More Than a
Woman" is a
disco song by
the English
dance group Bee
Gees. It was
written by
Barry, Robin and

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Maurice Gibb for the soundtrack to the film Saturday Night Fever. The soundtrack includes two versions – one by the Bee Gees and the other by Tavares. Both versions are featured in the film as well.

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