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## Enabling ? Beyond Empowering

By Michael Williams

Viva Books, 2009. Softcover. Book Condition: New. First edition. Enabling ? like empowering ? is about providing people with the authority, autonomy and the means to do what need to be done. In a managerial context, however, enabling includes such key manager and leader functions as ? coaching, mentoring and sponsorship, as well as empowerment. It is these three crucial functions ? together with the appropriate managerial behaviours involved, in effectively discharging them ? that invest enabling with a much wider significance than simply empowerment, per se. The findings and conclusions in this book represent a distillation of: Experiences working with over 7000 leaders and managers, over a period approaching half a century Progression from shop-floor production to senior management in variety of businesses Eighteen years of management consultancy, operating throughout Western Europe, the US and Canada The academic disciplines and fields of study of a MSc degree by research, in organisation behaviour Close, collegial working with faculties of leading business schools in the UK and abroad Experience of naval and military service in both conventional and special armed forces. The aim of the book, overall, is to emphasise and reinforce the added value that can accrue from empowered people...



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