

Leading Beyond the Boss

Empowerment Blueprint for Leadership

Element	Your Reflection
Behavior to Shift	<p>What leadership habit or mindset do you need to let go of or evolve?</p> <p>Examples:</p> <ul style="list-style-type: none"> – Shifting from micromanaging to coaching – Listening more than directing – Moving from being the expert to being a facilitator
Person to Empower	<p>Who on your team is ready to grow and take more ownership?</p> <p>Examples:</p> <ul style="list-style-type: none"> – A high-potential emerging leader – A team member with untapped ideas – Someone who's been overlooked but shows drive
Action to Take in the Next 90 Days	<p>What concrete step will you take to create space for their growth?</p> <p>Examples:</p> <ul style="list-style-type: none"> – Delegate a key project or meeting lead – Have a coaching 1:1 to co-create goals – Offer visibility or stretch opportunities

How to Create Space for New Leaders



Delegate stretch assignments that challenge and inspire.



Invite emerging leaders to key meetings and decision-making tables.



Offer public recognition and credit for contributions.



Ask, "What do you want to lead?" and really listen.



Step back so others can step forward—resist the urge for rescue or control.



Encourage calculated risk-taking and allow space for learning through failure.



Celebrate progress over perfection.