



The Empower Letter with Mark Bowser

March 2006

Dear Don,

Welcome to The Empower Newsletter. In this issue, we are going to discuss the important topic of Empowerment. By using empowerment properly, we can transform our entire team. We then have a great article by Denis Waitley on turning motivation into action, and then we have our always impactful Quotes to Live By! So, let's jump in and get going. Enjoy and...Make It a Great Day!

God bless,

Mark Bowser

JEREMIAH 29:11

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The Three Pillars of LEADERSHIP/Empowerment by Mark Bowser

Last month in The Empower Newsletter, we discussed The Three Facts of Leadership. This month we are going to talk about the power of Empowerment. What exactly is empowerment? Well, the word "empowerment" can be defined as "to give the ability to." So, when we empower someone we are actually giving them the ability to do something.

The problem with empowerment is in how we give it to someone. We walk up to team member Jane and we say, "Jane, project ABC is now your baby. It is your project.

Featured Article



Mark Bowser is "providing inspiration to individuals and organizations through effective training that produces Positive Results!" Mark Bowser is one of the top Professional Speakers and Corporate Trainers in the market today. Organizations he has trained include Southwest Airlines, Makino, Inc., Ford Motor Company, The Kellogg Company, FedEx Logistics, the United States Air Force, and many many more.

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Make it happen. Oh, by the way, if you need to make any changes, then come check with me first.” Do you see what just happened? We just handcuffed Jane. We gave her the responsibility for project ABC but we didn’t give her any authority. That is not empowerment. Empowerment is actually an equation. It is not an equation original with me but very accurate and very powerful.

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Empowerment = Responsibility + Authority

That is true empowerment. We give Jane the ability to do project ABC by not only giving her responsibility but also the authority to make decisions to make it happen. That not only empowers her but also begins developing her leadership skills. It also frees us up so that we can focus on the things that only we can do. We must never micro-manage people. When we empower Jane, it frees her and us to be our best. It also makes the team stronger. We become a leadership focused team where we are developing everyone’s leadership abilities.

You might be saying, “But what if Jane messes up?” If she does, that is not a big deal. Use it as a teachable moment. We all mess up from time to time. When we learn from our mistakes, they actually make us stronger and draw us closer to our goal’s completion.

Another point to remember is that we can’t empower every team member the same way. Why? Because not everyone has the same experience or gifts. If we over-empower someone then they are over their head and they begin to drown. I have seen this happen and it not only is devastating for the team member but also the team. Everyone is an individual and we must lead them to success at their own pace. Help each member on your team be the best they can be...and your success (and theirs) is secure.



WOULD YOU LIKE MARK BOWSER TO SPEAK AT YOUR NEXT CONFERENCE OR EVENT?

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From Motivation to Motive-Action

By Denis Waitley

With the passing of every new year, each of us needs to understand the magnitude of social and economic change in the world. In the past, change in business and social life was incremental and a set of personal strategies for achieving excellence was not required. Today, in the knowledge-based world, where change is the rule, a set of personal strategies is essential for success, even survival. Never again will you be able to go to your place of business on autopilot, comfortable and secure that the organization, state or government will provide for and look after you.

You must look in the mirror when you ask who is responsible for your success or failure. You must become a lifelong learner and leader, for to be a follower is to fall hopelessly behind the pace of progress. The power brokers in the new global arena will be the knowledge facilitators. Ignorance will be even more the tyrant and enslaver than in the past. As you look in the mirror to see the 21st Century you, there will also be another image standing beside you. It is your competition.

Your competition, from now on, will be a hungry immigrant with a wireless, hand-held, digital assistant. Hungry for food, hungry for a home, for a new car, for security, for a college education. Hungry for knowledge.

Smart, quick thinking, skilled and willing to do anything necessary to be competitive in the world marketplace. Working long hours and Saturdays, staying open later, serving customers better and more cheerfully. To be a player in the 21st Century you have to be willing to give more in service than you receive in payment.

These are the new rules in the game of life. These are the actions you must take to be a leader and a winner in your personal and professional life. By mastering these profoundly simple action steps, you will be positioned to be a change master in the new century.

Action Step Number One - Consider Yourself Self-Employed, But Be a Team Player.

What this means is that you are your own Chief Executive Officer of your future. Start thinking of yourself as a service company with a single employee. You're a small company that puts your services to work for a larger company. Tomorrow you may sell those services to a different organization, but that doesn't mean you're any less loyal to your current employer. Taking responsibility for yourself in this way does mean that you never equate your personal long-term interests with your employer's.

The first idea is resolving not to suffer the fate of those who lost their jobs and found their skills were obsolete. The second is to begin immediately the process of protecting yourself against that possibility – by becoming proactive instead of reactive.

Ask yourself these questions:

How vulnerable am I? What trends must I watch? What information must I gain? What knowledge do I lack?

Again, think of yourself as a company. Set up a training department in your mind and make certain your top employee is updating his or her skills. Make sure you have your own private pension plan, knowing that you are responsible for your own financial security.

Entrusting the government or an employer, other than yourself, with your retirement income is like hiring a compulsive gambler as your accountant.

You're the CEO of your daily life who must have the vision to set your goals and allocate your resources. The mindset of being responsible for your own future used to be crucial only to the self-employed, but it has become essential for us all. Today's typical employees are no longer one-career people. Most will have five separate careers in their lifetimes. Remember, your competition is a hungry immigrant with a laptop. Action Step Number One is to consider yourself to be self-employed, but be a team

