

# Practicing Positive Leadership: Positive Leadership In Action - Empowerment

Developed in Partnership with



Positivity is the key to creating an empowered, virtuous organization that naturally attracts people. Drawing on a diverse body of research from healthcare to manufacturing, Professor Kim Cameron's real-world, evidence-based examples demonstrate how leaders can affect organizational culture, positivity, and productivity.

**Consider:**

- People spend about 20% longer thinking about positive information than negative (and 50% longer than neutral statements).
- Studies show people are more accurate at processing and recalling positive information than negative or neutral information.
- Central nervous system functioning is at its most effective in situations deemed positive.
- The positive energy of leaders has been seen to increase productivity 150%, as well as support job satisfaction, well being, cohesion, and team learning.
- Positivity increases life expectancy (6-7 years for one study and 12 years for another).

The research in this course demonstrates how positive leadership can be used to empower people to not only develop a greater sense of ownership and accountability for their work, but also to produce better outcomes.

**Learners will:**

- Explore what empowerment means, why it matters, and how it impacts performance
- Discover approaches to drive team empowerment, guided by case studies
- Assess their current empowerment and leadership capabilities to define concrete action steps

**Author**



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**Course Outline**

**DAY 1**

**The Key to Sustaining Positive Culture**

- Positive Leadership Through Empowerment
- The Case for Empowerment
- Five Key Dimensions of Empowerment

**DAY 2**

**How Can Leaders Empower**

- Building Positive Relationships Through Supportive Communication
- Personal and Interpersonal Communication Issues

**DAY 3**

**The Path Forward**

- Eight Attributes of Supportive Communication
- Leadership Humility
- Creating and Practicing a Supportive Plan

**DAY 4**

**Breakout Group Meeting**

- Positive Culture and Engagement at Your Organization

**DAY 5**

**Interactive Capstone**

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.