

COMO CREAR EMPOWERMENT

Empowerment

- ¿Que es empowerment?

Es un proceso estratégico que busca una relación de socios entre la organización y su gente, aumentar la confianza responsabilidad autoridad y compromiso para servir mejor al cliente.

- ¿Que es un equipo con empowerment?

Son grupos de trabajo con empleados responsables de un producto, servicio que comparten el liderazgo colaboran en el mejoramiento del proceso del trabajo planean y toman decisiones relacionadas con el método de trabajo.

- Características de equipos con empowerment:

1. Se comparten el liderazgo y las tareas administrativas
2. Los miembros tienen facultad para evaluar y mejorar la calidad del desempeño y el proceso de información.
3. El equipo proporciona ideas para la estrategia de negocios.
4. Son comprometidos flexibles y creativos.
5. Coordinan e intercambian con otros equipos y organizaciones.
6. Se mejora la honestidad las relaciones con los demás y la confianza.
7. Tienen una actitud positiva y son entusiastas.

- Factores que intervienen en el cambio

La mayoría de las veces son fuerzas externas que obligan ala organización cambio, como las siguientes:

1. Competencia global acelerada
2. Clientes insatisfechos.
3. Poca rapidez en la innovación o introducción del producto.
4. Organizaciones mas planas y lineales.
5. Inercia y lucha burocrática.
6. Tecnología que cambia rápidamente.
7. Cambio de valores en los empleados.
8. Estancamiento en la eficiencia o la productividad

- Organización de empowerment

Desde el principio de los setenta las organizaciones en todo el mundo empezaron a reemplazar su estructura tradicional por un mayor compromiso y alta involucración del personal. La estructura tradicional esta hecha en forma de pirámide, en donde las funciones son altamente especializadas, sus límites son claras y hay un controlde los supervisores para asegurar que el trabajo sea rápido y consistente, en conclusión la gente que ocupa la punta de la

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J Dewey



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