

Enable Others to Act

1. Noun
2. Verb
3. Determiner
4. Noun - Plural
5. Determiner
6. Noun
7. Noun
8. To
9. Verb - Past Tense
10. Pronoun
11. Noun
12. Verb
13. Noun
14. Adverb
15. Verb - Present Tense
16. Adverb
17. Verb - Past Participle
18. Verb - Past Participle
19. Verb - Present Tense
20. Noun
21. Noun - Plural

Enable Others to Act

In order to promote full _____^{Noun}, we required participants to _____^{Verb} their calendars while they were in residence. This requirement also served as a small test of their willingness to delegate--could their shop run effectively for a week without their constant attention.

One of these _____^{Determiner} was a woman named Sue from a large public utility. In getting to know her in the first residential week, she told us that one of her many responsibilities was to present a quarterly business status report to the CEO and senior management team. She had done several of these presentations and had received kudos from the top _____^{Noun - Plural} on what a great job she did. We also learned that one of these meetings was scheduled for the week following the program's second residential week - approximately two months later.

Upon return to her _____^{Determiner} after the first week of the workshop the CEO informed Sue that the quarterly meeting had to be rescheduled which meant the new date fell on the Thursday of her second residential week. Sue had a _____^{Noun}. She now had conflicting commitments - to be in the leadership program or to present the quarterly report. In the real world of course the CEO wins such a "yes - no" conflict. But Sue paused a _____^{Noun} and considered whether there was a "yes - and" possibility here.

She chose a creative and potentially _____^{to} way to honor both of her commitments. She decided to delegate

the quarterly report presentation to two of the top people on her team. And she did a great job of setting them up to succeed.

When Sue asked them to take on the presentation task they _____ Verb - Past Tense _____ and said, "But Sue you are great at this and...it's the top _____ Pronoun _____...are you sure about this?" Sue replied, "Yes, I know you can do it. You have seen me do the presentation so you know what happens and you know the _____ Noun _____ as well as I do. You'll do great. But I don't want you to just present the information, I also want you to _____ Verb _____ the material you will present - and I'll help you." Sue could feel their _____ Noun _____ but she knew they were ready for this next big step.

Over the next few weeks Sue coached and supported them, but made sure the responsibility for the presentation stayed in their hands _____ Adverb _____ that ultimately she would be still accountable for the outcomes.

When Sue returned for her second residential week she told us of her dilemma and what she chose to do about it.

On Thursday we paused the workshop and said to Sue, "We have to know what happened. Go call and find out how it went." Sue returned with a _____ Verb - Present Tense _____ report. The presentation had gone _____ Adverb _____ and the senior staff was _____ Verb - Past Participle _____. The two presenters felt as though they had _____ Verb - Past _____

_____ Participle _____ Olympic gold. The CEO had left a voice mail for Sue _____ Verb - Present Tense _____ her for her

_____ Noun _____ to delegate the task and for setting her people up to succeed so well. By enabling her people in this

way Sue had created _____ Noun - Plural _____ all around.

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