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Empower to Collaborate

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Empower to Collaborate

I still remember my first monitoring session. The instructor stood at the lectern and read from the textbook. With no voice, the millennial students toyed with their smartphones.

Like students, employees also need a voice—their voice. The goal of my research in educational leadership was to explore how a collaborative approach to leadership can influence both students and employees' engagement at the college where I work.

In my experience, most instructors choose to lecture to students and many leaders prefer directing employees. While both have merit, such practices would not be optimal at my college where innovation is crucial. But innovation requires participants who are engaged (Amabile, 1996; Hedges, 2018). Indeed, engaged people become empowered and empowerment inspires autonomy—antecedents to organizational success (Avolio & Gardner, 2005). Furthermore, empowering people gives them voice which stimulates intrinsic engagement—arguably an integral precursor to collaboration so necessary in today's workplace.

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