

MILESTONE

*Providing Stepping Stones
Along the Path to Success*



A WOMAN-OWNED
SMALL BUSINESS

STRATEGIES FOR
SUCCESSFUL PROJECT
TEAM EMPOWERMENT

Empowerment in project management is the strategic process of shifting authority and responsibility from top-down management to project teams, giving them the autonomy, resources, and trust needed to make decisions and take ownership of their work. This approach moves away from traditional command-and-control hierarchies and toward a more agile, democratic, and collaborative environment.

While it's easy to say that you are empowering your team, are you actually giving them the tools needed to be empowered? Here are strategies for successful empowerment.

Communicate the vision and strategic context

Leaders must clearly define the “what” and “why” of a project, not the “how”. Explain the broader strategic goals and show how the team’s work contributes to the organization’s success, providing the necessary context for effective decision-making.

Establish clear expectations and boundaries

Use frameworks like SMART (Specific, Measurable, Attainable, Relevant, and Time-bound) to set clear objectives. While giving teams autonomy, define the decision-making “guardrails” so everyone understands the scope of their authority.

Build a foundation of trust

Leaders must lead by example and demonstrate trust in their team’s capabilities. This can be achieved through transparency and open communication, fostering a culture of psychological safety where team members feel secure enough to take risks and learn from mistakes.

Provide resources and training

Empowerment without the necessary tools and skills is simply abandonment. Ensure the team has access to the resources, training, and information needed to succeed. Cross-training is also effective for building collective capacity.

Shift from manager to coach

Adopt a servant leadership model where your role is to facilitate and support, rather than command and control. Encourage teams to find their own answers and step in to mentor and advise when needed.

Implement a phased approach

For teams new to empowerment, start by delegating smaller, lower-risk tasks. Gradually increase the level of responsibility as the team’s confidence and capability grow.

Encourage accountability and reward risk-taking

Hold teams accountable for their actions, both successes and failures, as this fosters a sense of ownership and responsibility. Publicly recognize efforts and reward responsible risk-taking, reinforcing a culture of learning.

Leverage technology and continuous feedback

Use project management tools to ensure visibility and transparency across the team. Implement regular check-ins and frequent retrospectives to encourage continuous process improvement and open feedback.

Telling your team that they have the authority to make decisions isn’t enough. You must also equip them for success. Let them know that you have confidence in their abilities while also giving them the tools and support they need to grow.

UPCOMING FREE WEBINAR

**EMPOWERMENT:
SHIFTING AUTHORITY
AND RESPONSIBILITY
TO PROJECT TEAMS**

FRIDAY, NOVEMBER 14

10:00 - 11:00 AM CST

1 PDU

**TO REGISTER, GO TO
www.themathisgroup.com/webinars**



RECRUITING, DEVELOPING, AND EMPOWERING HIGH-OUTPUT/HIGH-PERFORMANCE WORKERS - 1 DAY

PDUs - 6.5

PMI's Talent Triangle Breakdown

Ways of Working - 1.25

Power Skills - 3.50

Business Acumen - 1.75



virtual
instructor-led

Course Description: This one-day course is designed to equip leaders and project managers with the knowledge and skills to identify, nurture, and sustain high-performance talent within their organizations. Participants will explore strategies for recruiting top-tier candidates, developing their potential through targeted training and feedback, and empowering them to achieve exceptional results. The course emphasizes practical tools and techniques for fostering a culture of excellence, resilience, and continuous improvement. By the end of the course, participants will be prepared to create high-performing teams that drive organizational success in today's competitive and dynamic environment.

Course Objectives:

Objective 1: Understand the Profile of High-Performance Workers

Objective 2: Implement Effective Recruitment Strategies

Objective 3: Develop High-Performance Workers

Objective 4: Empower High-Performance Workers

Objective 5: Sustain High-Performance Teams

Objective 6: Apply Practical Tools and Techniques



A WOMAN-OWNED SMALL BUSINESS (WOSB)



Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.

**DR. KEITH MATHIS, PMP, PMI-ACP, CSP-SM, CSP-PO
WANDA MATHIS, M.ED. PMI-ACP**

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**PROJECT MANAGEMENT
MARKETING
MOTIVATION
ORGANIZATIONAL BEHAVIOR
LEADERSHIP
CUSTOMER SERVICE**

COMPANY MANDATE

The Mathis Group provides training and consulting that will impact the organization and individual while maintaining an outstanding reputation for success and integrity.

VALUES STATEMENT

Every person has worth and should be treated with respect.

AREAS OF EXPERTISE

- Curriculum Design
- Project Management
- Organizational Behavior and Development
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- Strategic Planning
- Executive Coaching
- Performance
- Team Building
- Emotional Intelligence
- Leadership
- Customer Service
- Supervisory Leadership
- Hybrid Project Management

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WEBINARS

OCTOBER 10 - TAILORING YOUR PROJECT PLANS:

How Customization Leads to Success

NOVEMBER 14 - EMPOWERMENT:

Shifting Authority and Responsibility to Project Teams

DECEMBER 12 - DATA-DRIVEN DECISION-MAKING IN PROJECT MANAGEMENT:

Leveraging Metrics for Success

We know that it can be hard to schedule continuing education for your team. We offer free monthly webinars that can be watched as an individual or a group. This 1-hour of training can be used to hone skills that your team needs. We include a Webinar + Notes with discussion questions to guide your group to learn from each other. If you can't make it to the live session, a replay link will be sent out.

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