

Empowerment: The Emperors New Clothes

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Thus, despite all the best efforts that have gone into fostering empowerment, it remains very much like the emperors new clothes: we praise it loudly in public and ask ourselves privately why. Patient empowerment pervades clinical practice, teaching and research: patients are expected to take control over their illnesses or treatments where possible, and doctors are expected to encourage or 'empower' them to do so. CEOs subtly undermine empowerment. Employees are often unprepared or unwilling to assume the new responsibilities it entails. Even change professionals stifle it.

Everyone talks about empowerment, but it's not working. CEOs subtly undermine empowerment. Employees are often unprepared or unwilling to assume the new responsibilities it entails. Empowerment: The Emperor's New Clothes. Argyris, Chris. Harvard Business Review, v76 n3 p May-Jun Discusses why there has been little growth in empowerment over the past 30 years. Suggests that executives often work against empowerment both consciously and unconsciously and that they often do not seem to want what they say they need.

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