

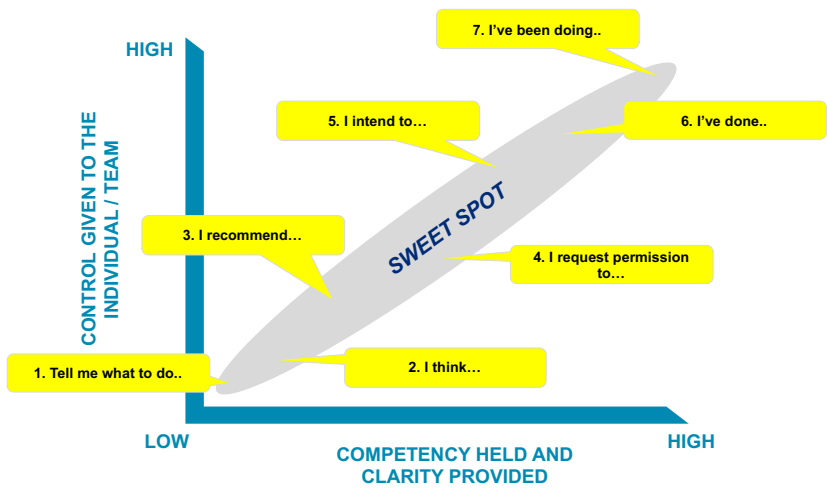


THE JCURV PLAYBOOK EMPOWERMENT CANVAS

2020

1. MAP WHERE YOU ARE ON THE EMPOWERMENT LADDER

2. BRAINSTORM WHAT IT WILL TAKE TO GET TO THE NEXT LEVEL



WHERE I AM TODAY ➤ NEXT LEVEL IN THE LADDER

CLARITY	COMPETENCY	CONTROL

3. 30 DAY PLAN TO GO UP THE LADDER

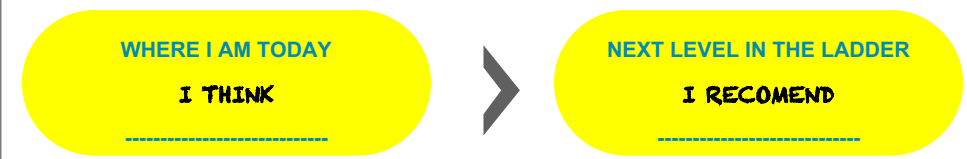
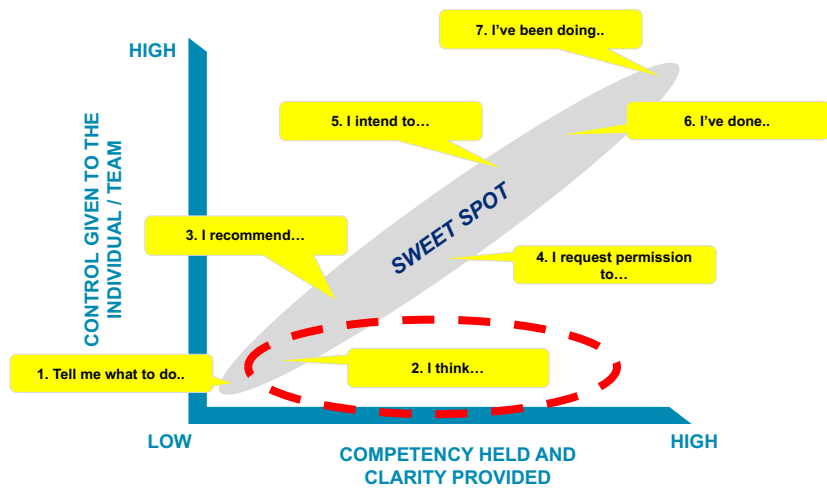
4. PROGRESS AND IMPACT MADE

5. LEARNINGS / REFLECTIONS THAT WILL BE USEFUL TO INCOPORATE INTO THE NEXT 30 DAYS

1.	[Key actions for the next 30 days]	[Complete?] [Impact made]	[Capture learnings / reflections from your progress]
2.			
3.			
4.			
5.			
6.			

1. MAP WHERE YOU ARE ON THE EMPOWERMENT LADDER TODAY

2. BRAINSTORM WHAT IT WILL TAKE TO GET TO THE NEXT LEVEL



CLARITY	COMPETENCY	CONTROL
<ul style="list-style-type: none"> Strong understanding of what we can / can't change in our work processes I have a strong understanding of the specific goals of the team 	<ul style="list-style-type: none"> Belief in my own opinion I can develop well articulated recommendations I accept its OK if my recommendations are not taken forward 	<ul style="list-style-type: none"> My manager is supportive My manager listens and respects my opinions

WORKED EXAMPLE

3. 30 DAY PLAN TO GO UP THE LADDER

4. PROGRESS AND IMPACT MADE

5. LEARNINGS / REFLECTIONS THAT WILL BE USEFUL TO INCOPORATE INTO THE NEXT 30 DAYS

1.	<ul style="list-style-type: none"> Observe how my colleagues make recommendations to their managers
2.	<ul style="list-style-type: none"> Make structured recommendations to my manager
3.	<ul style="list-style-type: none"> Organise meetings with my manager to provide recommendations and explain my development goal

<ul style="list-style-type: none"> Done: Observed Jo and Bill and have taken learnings to help me make recommendations
<ul style="list-style-type: none"> I made 5 recommendations to my manager
<ul style="list-style-type: none"> Met my manager twice formally

<ul style="list-style-type: none"> Good practice recommendations should be constructed with a statement of the problem / opportunity and then logical solution options and a recommended option
<ul style="list-style-type: none"> Not all my recommendations are taken on which was difficult to deal with - I need to be better at asking why rather than accepting it Its difficult to learn how to compose recommendations and think proactively I should spend time testing my recommendations informally with colleagues It feels great to be heard and make a difference My boss has started to ask my opinion!
<ul style="list-style-type: none"> My boss is super supportive and encouraged about me wanting to step up When my recommendation is challenged I tend to submit without questioning / challenging back. I need to be stronger in my conviction