

# THE **EMPOWERMENT BLUEPRINT TOOLKIT**

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A 30-Minute Empowerment Reset for 2026

Empower. Inspire. Lead.

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# Welcome

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Hello Leader!

You've earned your seat — through results, grit, and the ability to deliver when it counted.

But the higher you climb, the more leadership shifts from what *you* do to what your team achieves because of you. That's where it gets tricky. Because even the strongest leaders unknowingly create disempowerment.

Maybe you feel it when your team hesitates to act without you. Maybe you see it when projects stall until you step in. Or maybe it's that quiet frustration you sense from your top performers — the ones who've stopped speaking up.

If any of that sounds familiar, this isn't about ability or effort.

It's about **gaps in empowerment** — small cracks that slow velocity, kill innovation, and drain energy.

The Empowerment Blueprint Toolkit™ is here to help you find those cracks — fast.

You'll:

- Spot the signals of disempowerment that are easy to miss.
- Measure yourself across the **Four Pillars of Empowered Leadership**.
- See where your system is strong and where it's leaking energy.
- Build a plan to shift — not someday, but now.

This isn't about fixing everything. It's about seeing clearly, then taking one bold step forward.

Let's get started.



*P.S. – Before you just jump in and get to the “do” .. READ the entire .pdf. The value of your invested time will increase 10-fold!*



# The 7 Signs of Disempowerment

“Disempowerment is built on control. Empowerment is built on trust. One slows everything down — the other unlocks speed and ownership.”

— Doland White



# The 7 Signs of Disempowerment

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Sound Familiar? You're working harder than you should be. You're carrying more than your title implies. And deep down, you know something isn't clicking.

That's what disempowerment feels like — and it shows up long before it appears in a spreadsheet or a missed deadline.

## How It Shows Up

1. **Every decision still comes back to you.** You've become the bottleneck.
2. **You keep fixing what others should own.** You're managing, not leading.
3. **Problems land on your desk without solutions.** You've become the solver of last resort.
4. **Meetings drain more than they deliver.** You walk away informed but not accelerated.
5. **Your people hesitate.** They're cautious, not confident — and every pause costs momentum.
6. **Your best people are quiet or gone.** You lose talent, trust, and innovation.
7. **You're carrying too much yourself.** You're doing what your team should own — and it's slowing everyone down.

If two or three of these sound familiar, **you're not failing** — you're human.

Every leader hits this wall at some point. I know because I've been there.

What matters is what you do next.

## Step One: Identify the Gaps

Your **Leadership Empowerment Assessment** is designed to pinpoint where those breakdowns are happening — the specific systems, trust patterns, and communication gaps that drain your energy and your team's confidence.

It measures your leadership health across the **Four Pillars of Empowerment**:

1. Trust & Autonomy
2. Communication & Transparency
3. Growth & Innovation
4. Systems & Accountability

When you complete your assessment, you'll see where empowerment is strong — and where it's quietly breaking down. That's your starting point for change.

## Step Two: Tell the Story of Focus

Once you've seen the data, the **Scale Focus Matrix™** turns insight into direction.

It's the map that shows how your *effort* aligns with your *impact*. The assessment identifies *where the gaps live*. The matrix shows *what to do about them*.

You'll use it to see:

- Where you're investing energy that's not paying off.
- Where trust, systems, or clarity are missing — forcing you to overwork.
- Where your highest-value actions live — the ones that accelerate your business and free your time.

Together, the Assessment and Scale Focus Matrix give you a complete leadership snapshot:

**The Assessment** → reveals what's broken.

**The Matrix** → shows how to realign your focus and scale without burnout.

This is your Empowerment Reset — a 30-minute leadership tune-up built to create clarity, trust, and forward momentum.

# The Empowerment Assessment

“You can’t improve what you don’t measure. Assessing empowerment isn’t about scoring your team — it’s about seeing clearly where leadership helps and where it holds people back.”

— Doland White

# The Empowerment Assessment

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Before you move on and take the assessment, I want you to take a few minutes to pause and really think about your leadership system.

What we're going to do is not a test — **it's a mirror.**

It's a snapshot of how you lead, how your systems support you, and where friction might be slowing you down.

**Most leaders never stop long enough to check their own alignment.**

They're too busy solving, deciding, and doing. But when you don't pause to assess, blind spots grow. Communication breaks down. Trust slips. And suddenly, you're carrying more weight than your team.

A recent study by Harvard Business School found that while many leaders do reflect, it's often done in "the cracks and crevices" of their day rather than in dedicated sessions.

**This is your opportunity to be deliberate and reflective.**

This 7-minute assessment helps you catch that before it happens. It's designed to show you where empowerment is strong — and where it's quietly falling apart.

*Note: A quick note about why I selected these questions. We both know that leadership is complex and involves hundreds of "moving parts" on a daily basis. The assessment questions come from critical areas taken from my personal experience as an executive and from coaching hundreds of other leaders.*

What's most important? **Be honest with yourself as you go.**

Remember, there's no grade, no score — just clarity. And clarity is the first step toward leading with confidence again. Go with your gut — your first instinct is usually right.



## Your Power Move

I know you know this. But let's take a moment to check in.

An assessment at the executive or senior leader level is great. It's a powerful tool.

However, understanding **your** leadership gaps and strengths is merely a start.

To leverage this tool at a greater level, print the assessment and radar chart and then have your direct reports complete the exercise as well.

You will find that I have also included an assessment results brief for your team at the Director or Manager level.

And, if you explore further in this toolkit, you will discover some suggestions for aligning results with you, your team and your objectives.

**Remember, their focus is different than yours, and if you are not incorporating their results into your reflection, you are missing critical information.**

Put your phone in a drawer. Turn off your computer screen. Grab a piece of paper and something to write with.

**Now – go take the assessment!**

## Trust & Autonomy

Rate each statement from 1 (Rarely true) to 4 (Almost always true).

Assessment Question	Self-Score
My team makes decisions with confidence — not hesitation — because they know I trust their judgment.	
I'm not getting dragged back into the weeds on work I've already delegated; ownership actually sticks.	
My direct reports move first and ask second — they know initiative is expected, not optional.	
Projects move forward smoothly, without me needing to clarify, chase, or redirect.	
My team feels safe to try, stretch, and learn — even when progress comes with a few missteps along the way.	

Total Your Scores	
Now Divide the Total by 5	

## Communication & Transparency

Rate each statement from 1 (Rarely true) to 4 (Almost always true).

Assessment Question	Self-Score
My team has the context they need to act — they don't have to stop and ask for permission or backstory.	
I don't have to keep reminding people <i>why</i> we're doing something — everyone already sees the bigger picture.	
Meetings are where we solve real problems and share real ideas — not just give updates.	
My team hears the truth directly from me — no filters, no hallway versions.	
When I make a decision, it brings clarity, not confusion — people understand the "why," not just the "what."	

Total Your Scores	
Now Divide the Total by 5	

## Growth & Innovation

Rate each statement from 1 (Rarely true) to 4 (Almost always true).

Assessment Question	Self-Score
When I make decisions, do they create direction and energy — or do they create more questions and hesitation?	
Do my people bring ideas because they're invited — or because they know their ideas will actually shape what we do next?	
Am I intentionally creating opportunities that stretch my people into their next role — or just keeping them comfortable in this one?	
When something doesn't work, do we treat it as failure — or as the feedback that makes us smarter next time?	
Are my people growing in confidence and decision-making — or just getting faster at doing what they're told?	

Total Your Scores	
Now Divide the Total by 5	

## Systems & Accountability

Rate each statement from 1 (Rarely true) to 4 (Almost always true).

Assessment Question	Self-Score
Everyone knows what success looks like — I don't need to keep spelling it out.	
I'm not chasing commitments anymore — follow-through happens because people own their results.	
Accountability lives with the team, not just with me.	
When results fall short, my team steps up and addresses it — no excuses, just learning and course correction.	
Our systems keep us focused on what matters — aligned to strategy, not buried in busywork.	

Total Your Scores	
Now Divide the Total by 5	

## Now Plot Your Results

Your assessment gave you raw scores for each of the **Four Pillars of Empowered Leadership**:

1. **Trust & Autonomy**
2. **Communication & Transparency**
3. **Growth & Innovation**
4. **Systems & Accountability**

Now, it's time to turn those numbers into a *visual map* of your leadership — your **Empowerment Radar**.

Here's how:

1. Print the radar chart in the appendix. (*Yes, do this by hand — it makes the reflection real.*)
2. Each of the four pillars represents one axis in the chart.
3. Plot your score for each pillar (from **0–4**) and connect the dots between them.
4. Draw a line connecting those dots to form your **Empowerment Radar**.

**The shape that forms tells your story.**

The more balanced and outward the shape, the more aligned and empowered your leadership system is.

## Reflecting on Your Results

Now that you've completed your assessment, take a moment to ask: ***What's this really telling me?***

This isn't about numbers. It's about **patterns**.

Your results reveal where empowerment is strong — and where it's quietly breaking down.

A well-rounded, empowered leader's chart looks like a **wide, even polygon** — while dips or sharp angles show **where your leadership is leaking energy**. Those dips mark the areas where you're working harder than you should, because a system, trust pattern, or clarity layer isn't doing its job.

This isn't about perfection.

It's about seeing your leadership system in motion — how well the Four Pillars support *you* and your team.

Remember: this isn't judgment. It's awareness.

And **awareness is power** — but only if you use it.

So pause, breathe, and ask yourself: "What's one small action I can take this week to close a gap and build momentum?"

*"Real leadership growth doesn't happen in leaps — it happens one clear, intentional step at a time." - Doland*

## VP, CxO Edition: What Your Radar Reveals

As a VP or CxO, your radar reflects more than your habits — it reflects your organization's health.

You lead through layers, systems, and influence. So every dip on your chart isn't just a leadership gap — it's a **scaling risk**.

Here's what each low score means for you:

### Trust & Autonomy (Low):

You're likely carrying decisions your Directors should be making.

The cost? Slower execution, overdependence, and a culture that looks up instead of out.

The fix? Push decision-making closer to the work. Build leaders who think for themselves.

### Communication & Transparency (Low):

Misalignment is probably creeping in — messages get diluted, priorities drift, and departments start solving different problems.

The cost? Friction, missed opportunities, and eroded trust at senior levels.

The fix? Create clarity cascades — overcommunicate purpose and ensure messaging stays consistent across the org.

### Growth & Innovation (Low):

You may be too focused on stability or execution at the cost of future value.

The cost? The organization stops adapting — and your top talent looks elsewhere for challenge.

The fix? Model curiosity. Invite innovation from your leaders and protect time for forward thinking.

### Systems & Accountability (Low):

Your machine is running on effort, not design.

The cost? Inconsistency. Metrics drift. The organization becomes reactive instead of proactive.

The fix? Build scalable systems — dashboards, cadences, and ownership loops that keep accountability alive at every level.

Coach's Tip:

*"At this level, your radar is a reflection of your entire leadership ecosystem. Where it's strong, you have leverage. Where it's weak, you're still the system."* – Doland White

## Director Edition: What Your Radar Reveals

As a Director, your leadership sits closest to the action.

You translate strategy into execution — so every gap on your radar chart shows up fast in results, relationships, and team energy.

Here's what each low score means for you:

### Trust & Autonomy (Low):

You're probably over-functioning — doing more than your fair share, rescuing projects, or making too many decisions for your team.

The cost? Burnout for you, and stagnation for them.

The fix? Delegate outcomes, not steps. Let them learn by owning results.

### Communication & Transparency (Low):

Your team might be unclear or cautious — they're waiting for direction instead of taking initiative.

The cost? Delays, rework, and missed opportunities because people don't know the "why."

The fix? Overcommunicate the vision. Clarity builds confidence.

### Growth & Innovation (Low):

You might be running the playbook instead of improving it.

The cost? Your team hits targets but stops evolving. Engagement dips.

The fix? Ask more "what if" questions. Create space for experimentation and recognition of ideas, not just output.

### Systems & Accountability (Low):

You're likely managing through effort, not process — chasing updates and reminders instead of having systems that drive consistency.

The cost? You feel like the bottleneck.

The fix? Put structure under your goals — meetings, metrics, and ownership that make accountability routine, not personal.



Coach's Tip:

*"Your radar tells you where your leadership muscle is strong and where it's strained. Don't judge it — use it. Every dip points to an opportunity to lead with more freedom and less friction." – Doland White*

## The Joint Empowerment Radar

### *Aligning Leadership Perception Across the Four Pillars*

You've both (Director and VP/CxO) completed your Empowerment Blueprint and plotted your radar charts.

Now it's time to compare how you each see the leadership landscape.

Because alignment isn't just about strategy — it's about perception. How you see empowerment, autonomy, and accountability as a VP or CxO and how your Director experiences them on the ground often look different.

This exercise helps you **see those differences clearly** — and use them as fuel for growth, not friction.

### Step 1: Plot Your Radars Separately

Both of you — VP and Director — should complete your Empowerment Blueprint and plot your results on the radar chart.

Each axis represents one of the Four Pillars:

- 1) **Trust & Autonomy**
- 2) **Communication & Transparency**
- 3) **Growth & Innovation**
- 4) **Systems & Accountability**

Plot your scores (0–4) and connect the dots.

You now each have a snapshot of your current leadership reality — how empowered you feel your system is today.

### Step 2: Overlay and Observe

Sit down together and overlay your two radar charts.

If you're doing this digitally, you can trace one over the other with transparent colors (for example, Director in blue, VP in green).

Then, look for what the shapes reveal:

- 1) Where do they overlap? (That's alignment — you see empowerment the same way.)
- 2) Where do they diverge? (That's your opportunity zone — perception or experience isn't matching between leadership levels.)

### Step 3: Ask the Coaching Questions

Use these prompts to guide your conversation:

- 1) **Trust & Autonomy:** Where do you see decision-making bottlenecks? Are they caused by lack of trust, unclear expectations, or fear of mistakes?
- 2) **Communication & Transparency:** Are priorities and decisions flowing freely between levels, or are messages getting diluted?
- 3) **Growth & Innovation:** Who in your teams is encouraged to think ahead — and who's just keeping up? What's blocking more innovation from happening?
- 4) **Systems & Accountability:** Are your systems creating clarity or confusion? Where are you relying on heroics instead of process?

The goal isn't to fix it in one meeting. It's to uncover what's really happening inside your leadership system.

### Step 4: Identify One Shared Focus

After reviewing your overlays and discussion, pick one pillar to focus on together for the next 30 days.

That's your **empowerment lever** — the area where improving alignment between you will create the biggest ripple through your teams.

Examples:

- 1) If Trust is low, focus on decision rights and ownership.
- 2) If Communication is uneven, align on how you cascade clarity.
- 3) If Growth is lagging, build a 30-day innovation challenge.
- 4) If Systems are weak, tighten meeting rhythms and accountability loops.

### Coach's Tip:

*"When two levels of leadership share the same understanding of where empowerment lives — everything accelerates. You stop managing symptoms and start strengthening the system."* – Doland White

### The Payoff

When you align your radars, you align your culture. You create shared language, shared focus, and shared accountability. That's how empowered leadership scales — one level of alignment at a time.



# Four Pillars of Empowered Leadership

“The Four Pillars aren’t theories — they’re the structure that holds empowered leadership together. Trust fuels autonomy. Communication builds transparency. Growth sparks innovation. And systems create accountability. When they’re aligned, momentum follows.”

— Doland White

# The YOU in the Four Pillars of Empowered Leadership

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Remember, your scores aren't random. They connect to a system — one that drives every empowered team I've ever built or coached.

## Trust & Autonomy

If this is low, you're still the bottleneck. Your team waits on you for decisions, and your day is full of tasks instead of strategy.

**Focus on:** Delegating outcomes, not steps. Build trust by letting your team try, learn, and grow — even if they stumble.

## Communication & Transparency

Low here means you're repeating yourself, chasing clarity, or being surprised by what others didn't know.

**Focus on:** Say it straight. Share context, not just information. Transparency turns talk into traction.

## Growth & Innovation

If your team isn't growing, your results won't either. A lack of experimentation means fear is driving the culture.

**Focus on:** Reward progress, not perfection. Make it safe to try new things — and turn learning into your team's competitive advantage.

## Systems & Accountability

If this score is low, you're probably tired. You're chasing follow-ups and carrying results that should belong to your team.

**Focus on:** Build systems that make accountability visible and automatic. Clarity creates confidence — for you and your people.

When one pillar cracks, the whole structure wobbles.

*You don't need to fix them all at once — just start with the one that hurts the most.*

# The Scale Focus Matrix

“Insight means nothing without impact. Real leadership turns what you see into what you do — and what you do into what changes results.”

— Doland White

# The Scale Focus Matrix™

You've got the data — now it's time to turn insight into action.

Your Empowerment Assessment showed where your leadership system is strong and where it's leaking energy.

The **Scale Focus Matrix** helps you see *how that shows up in real time* — in your meetings, your focus, and your calendar.

This is where awareness becomes impact.

## How to Apply It

The **Scale Focus Matrix** reveals how your effort aligns with your impact.

It helps you visualize two things at once:

**Effort:** How much time, energy, or personal involvement does something take?

**Impact:** How much does it move the needle for your business or team?

Here's how to use it:

1. List your key activities or responsibilities — the work that fills your week.
2. Rate each one for *Effort* (Low → High) and *Impact* (Low → High).
3. Plot them on the 2x2 grid to see where your time really goes.

Quadrant	Description	What It Means for You
FOCUS	Low Effort / High Impact	Your sweet spots — protect this time and double down.
INVEST	High Effort / High Impact	Strategic, high-return plays — schedule them intentionally.
CONSIDER	Low Effort / Low Impact	Low-value tasks — delegate or eliminate when possible.
AVOID	High Effort / Low Impact	The danger zone — work that drains energy and limits growth.



## Why This Matters

Every leader says they want to “work smarter,” but few can see where their time actually goes. The Scale Focus Matrix turns that into a picture.

It shows you:

- Where empowerment is working — and where control or unclear systems are stealing energy.
- Where to reclaim time for strategy, trust, and innovation.
- How to move from *doing the work* to *leading the work*.

This is the bridge between clarity and velocity — between knowing what matters and acting on it.

Next, you’ll see how to apply this tool at two levels of leadership — **Director** and **VP/CxO** — to align focus, accountability, and momentum across your organization.

## Coach’s Tip:

*“If everything feels important, nothing truly is. The Matrix helps you see what drives progress — and what just keeps you busy.”*

— Doland White

## Scale Focus Matrix — VP or CxO Edition

This version of the Scale Focus Matrix is built for VPs and senior leaders — those responsible for driving strategy through others.

You'll use it to assess not just your own focus, but how effectively your Directors and teams are distributing ownership, accountability, and innovation.

Your goal is leverage: creating systems and clarity that scale your leadership impact across the organization.

### How to Read the Matrix (VP View)

Draw the same 2x2 grid (or print the template in the appendix):

- 1) **X-axis:** Effort (Low → High)
- 2) **Y-axis:** Strategic or Revenue Impact (Low → High)\*\*

Then map how you're spending time across these zones:

#### Focus (Low Effort / High Impact):

High-value, low-touch leadership — aligning teams, empowering decisions, protecting priorities. The smartest thing you can do is make these moments repeatable.

#### Invest (High Effort / High Impact):

This is where scale happens. You're building leadership capacity, reinforcing systems, and shaping culture. These moves take time — but they multiply results.

#### Consider (Low Effort / Low Impact):

The nice-to-haves. They don't hurt, but they don't help either. If it doesn't move a KPI or your people, let it go.

#### Avoid (High Effort / Low Impact):

The trap zone. Overinvolvement, meeting bloat, decision bottlenecks. This is where talented leaders turn into exhausted ones.

## Your Focus as a VP or CxO

If your **Systems & Accountability** pillar scored low — this is your wake-up call. You're probably spending too much time in **Avoid** or **Consider**, managing around weak systems instead of through them.

Your next move: **strengthen process and let the system carry what you shouldn't.**

If your **Growth & Innovation** scores lagged — you're likely too deep in operations.

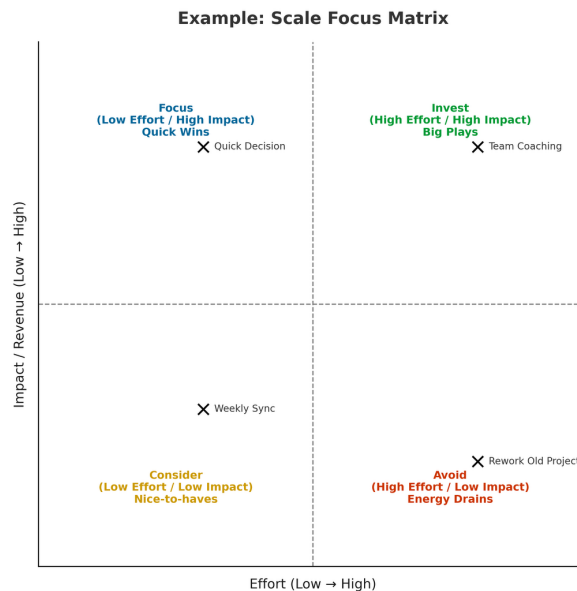
Your next move: **reclaim bandwidth. Focus and Invest work free you to lead forward again.**

If your **Trust & Autonomy** scores were strong — this is your advantage. Use it to coach your Directors — help *them* move from doing to leading.

## Coach's Tip for VPs and CxOs:

*"The higher you rise, the more your time becomes a lever.*

*Invest it where it scales — people, systems, and strategy. Everything else is noise."* – Doland White



## Scale Focus Matrix – Director Edition

This version of the Scale Focus Matrix is designed specifically for Directors — the leaders closest to daily operations.

You'll use it to see where your time, focus, and decisions create movement — and where your involvement might actually be slowing your team down.

Your goal isn't just to manage better — it's to lead with more trust, clarity, and focus.

Draw a 2x2 grid in your notes (or print the template in the appendix):

- 1) **X-axis:** Effort (Low → High)
- 2) **Y-axis:** Revenue or Strategic Impact (Low → High)

Now think about your week — the projects, people, and fires you've dealt with. Plot them roughly across these four zones:

### Focus (Low Effort / High Impact):

This is where your leadership comes alive. Quick wins, clear decisions, small fixes that create big movement. These are your "momentum builders." Spend more time here — it builds credibility fast.

### Invest (High Effort / High Impact):

This is where you start operating like an executive. These are the strategic plays — rebuilding systems, mentoring key people, refining processes. They take time but pay off exponentially.

### Consider (Low Effort / Low Impact):

The distractions. Tasks that feel good to check off but don't move the business. Protect your calendar here — they'll quietly rob you of impact.

### Avoid (High Effort / Low Impact):

The rescue work. Firefighting, micromanaging, or redoing someone else's job. Every minute here teaches your team to rely on you instead of themselves.

## Your Focus as a Director

Your Empowerment Blueprint told you where your systems or trust might be weak. The Matrix tells you what to do about it.

If your **Trust & Autonomy** scores were low — you're likely spending too much time in **Avoid** or **Consider**.

Your next move: **delegate outcomes, not tasks.**

If your **Accountability** scores dipped — you're carrying too much weight yourself.

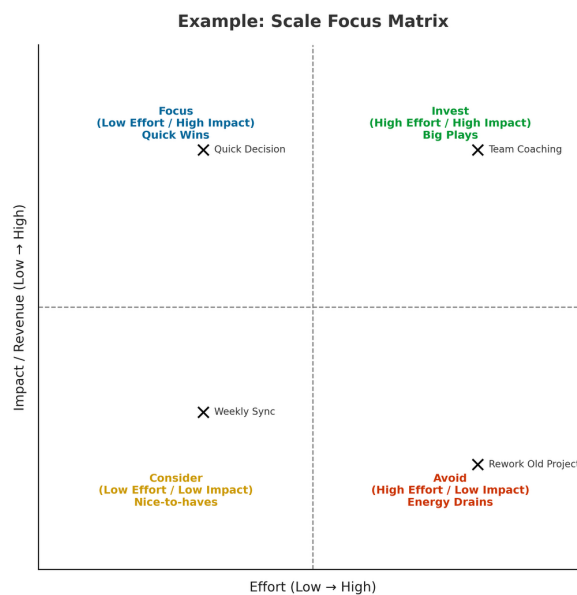
Your next move: **move one major activity from your plate into your team's.**

If your **Communication & Transparency** pillar was strong — that's your lever. Use it to explain the "why" behind what you're delegating, not just the "what."

You're not fixing your team — you're freeing them.

## Coach's Tip for Directors:

"If your day feels full but not forward, it's time to realign your effort with your impact. Focus builds trust. Invest builds systems. Both build freedom."



## How VPs, CxOs, and Directors Align on What Really Drives Results

Now that both of you have completed your Scale Focus Matrix, this is where the real growth happens — together.

Your individual charts tell a story about focus, effort, and impact from two different levels of leadership. When you put them side by side, patterns emerge — gaps in ownership, overlaps in effort, or missed opportunities where trust and systems could be stronger.

This conversation isn't about blame or correction. It's about alignment.

Where the Director sees strain, the VP can provide structure.

Where the VP sees lost leverage, the Director can take ownership.

Take time to walk through each quadrant together. Compare what each of you plotted.

Ask:

- 1) Where are we both investing energy in the same areas?
- 2) Where are we underutilizing trust, autonomy, or systems?
- 3) What can we shift this quarter to create more velocity and confidence across the team?

When leaders align their focus, accountability follows — and empowered teams thrive.

### Step 1: Do the Exercise Separately

Both you and your Director will complete your own **Scale Focus Matrix**:

**You:** Plot your view of your Director's focus across the four quadrants — Focus, Invest, Consider, Avoid.

**Your Director:** Do the same, using their real focused workload, meetings, and priorities.

Then, each of you takes a few minutes to jot down observations:

Where are you spending most of your energy?

Which activities feel high effort but low return?

What's creating leverage — and what's creating drag?

### Step 2: Compare the Maps

Sit down together and share your results.

Here's what you're looking for:

- 1) Are you both clear on what "high impact" looks like for the business right now?
- 2) Is your Director spending too much time in **Avoid** or **Consider** — and if so, why?
- 3) Are you (as the VP) holding too much **Invest** work that should belong to them?

This isn't about judgment. **It's about calibration.**

You're identifying where your time overlaps, where gaps exist, and where you can both shift toward higher-value leadership.

### Step 3: Spot the Development Opportunities

Once you've compared notes, highlight 2–3 actionable insights:

- 1) Which responsibilities can shift from you to them (to grow autonomy)?
- 2) What kind of coaching or support will help them take that next step?
- 3) How can systems or processes absorb more of what's slowing you both down?

Then set a **30-day follow-up** to revisit this together.

Progress isn't about the perfect matrix — it's about momentum and shared accountability.

### Coach's Tip:

*"You can't scale a business if you and your Directors are solving the same problems. The more aligned your Focus and Invest work becomes, the faster the organization moves." – Doland White*

### The Payoff:

When you do this together, you create visibility, trust, and a sense of ownership. Your Directors start thinking like VPs, and you start leading like an executive — not a firefighter.

This isn't just a time exercise. It's a **leadership multiplier**.



## Coach's Debrief: Making the Matrix Work for You

You've seen where your time and attention really go. The next step isn't to fix everything — it's to shift one thing.

Look back at your Matrix and ask yourself:

Where am I spending too much energy for too little return?

Where could one small change unlock more focus or freedom?

What's one conversation I need to have to realign ownership?

Leadership momentum comes from intention, not intensity.

Start small.

Act fast.

Build confidence through clarity.

## Where Empowerment Lives

The patterns you've just mapped don't just live in your systems — they show up in your people.

Every decision, every calendar block, every meeting rhythm tells your team what you value.

If your **Scale Focus Matrix** showed imbalance, your people feel it first.

As you move forward, ask yourself:

- 1) How often am I leading people, not just managing outcomes?
- 2) Where does my team need clarity, not direction?
- 3) What one conversation could restore trust, focus, or confidence this week?

Empowerment always starts with systems. But it becomes real through people.

That's where your next level of leadership begins.

Now that you see how your systems shape your people, it's time to put that insight to work.

## The Empowerment Shift Plan

Awareness without motion is just more noise.

It's time to move.

Here's how we do it:

**Choose one sign of disempowerment.**

What hit closest to home earlier? That's where you start.

**Pick one initiative from your Business Focus Matrix.**

Focus or Invest. Something that matters.

**Identify one person from your People Focus Matrix.**

Someone worth coaching, developing, or trusting with more.

**Commit to one leadership action this week.**

Small step. Clear move. Real change.

**Don't overthink it.**

Progress creates power. And every shift begins with one choice.

# You're Not Alone

"Insight means nothing without impact. Real leadership turns what you see into what you do — and what you do into what changes results."

— Doland White

# You're Not Alone

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You've just completed the Empowerment Blueprint Toolkit — a roadmap to how you lead, where your systems create power, and where they quietly hold you back.

Now you see it: leadership, culture, and business aren't separate. They're connected.

When they align, you move faster. You think clearer. Your people follow with confidence instead of hesitation.

But insight alone doesn't create change — **action does.**

You've got three choices from here:

## Do nothing.

Stay where you are. Nothing changes.

## Do more of what hasn't worked.

Keep pushing, trying harder, and carrying more weight than your system can sustain.

## Get expert help.

Accelerate your growth, build systems that support you, and lead with confidence through clarity, not chaos.

*"Velocity doesn't come from working harder — it comes from having the right help, at the right time, focused on the right things."*

— Doland White

### Option 1: One-on-One Executive Coaching

If you're ready to apply what you've learned directly to your leadership — start here.

We'll build a personalized roadmap around your results, focusing on what moves your leadership and your business forward now.

Together, we'll:

- 1) Strengthen trust, clarity, and decision-making.
- 2) Rebuild systems that create consistency and accountability.
- 3) Develop confidence — in yourself and in your team.

**Start here if you're ready for traction, clarity, and velocity.**

### Option 2: Team and Organizational Coaching

*(with Blaine Bartlett and Me)*

When you're ready to take what you've learned and scale it across your entire organization, this is where transformation happens.

Together, Blaine and I work directly with your senior leaders to:

- 1) Align leadership and culture with measurable business outcomes.
- 2) Build systems that sustain empowerment and performance.
- 3) Create communication rhythms that build trust at every level.

This work doesn't just improve your organization — it rewires how it functions. It's the shift from effort to flow, from management to leadership.

**Start here when you're ready to move beyond personal growth and lead a system of growth.**

### Which Path Fits You Right Now?

Most leaders begin with **1:1 coaching** — building clarity and early wins before expanding the work across their team or company.

Whichever path you choose, the next move is simple: a conversation.

**Let's start the conversation.**

LET'S CHAT

Coach's Note:

"Empowerment doesn't happen by accident. It's built — through systems, conversations, and commitment. You've done the reflection. Now it's time to build the alignment that drives results." – Doland White

## Appendix

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Here are the resources I referenced in the toolkit. They're also available for download on my website at <http://www.dolandwhite.com/ebt>

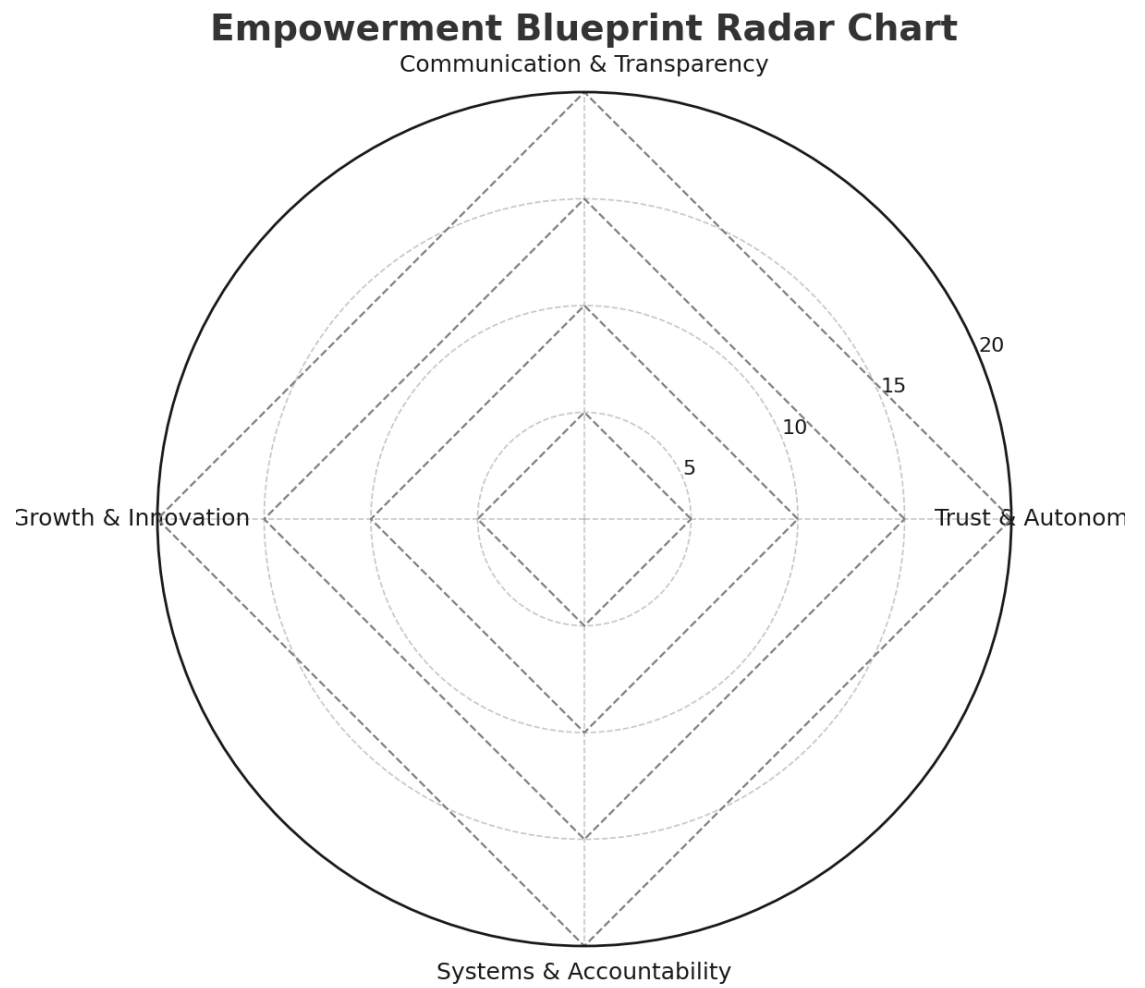
You'll also find printable versions of the Empowerment Radar Graph and the Scale Focus Matrix on the next two pages.

If you have any difficulties with resources, drop me an email at [info@dolandwhite.com](mailto:info@dolandwhite.com).

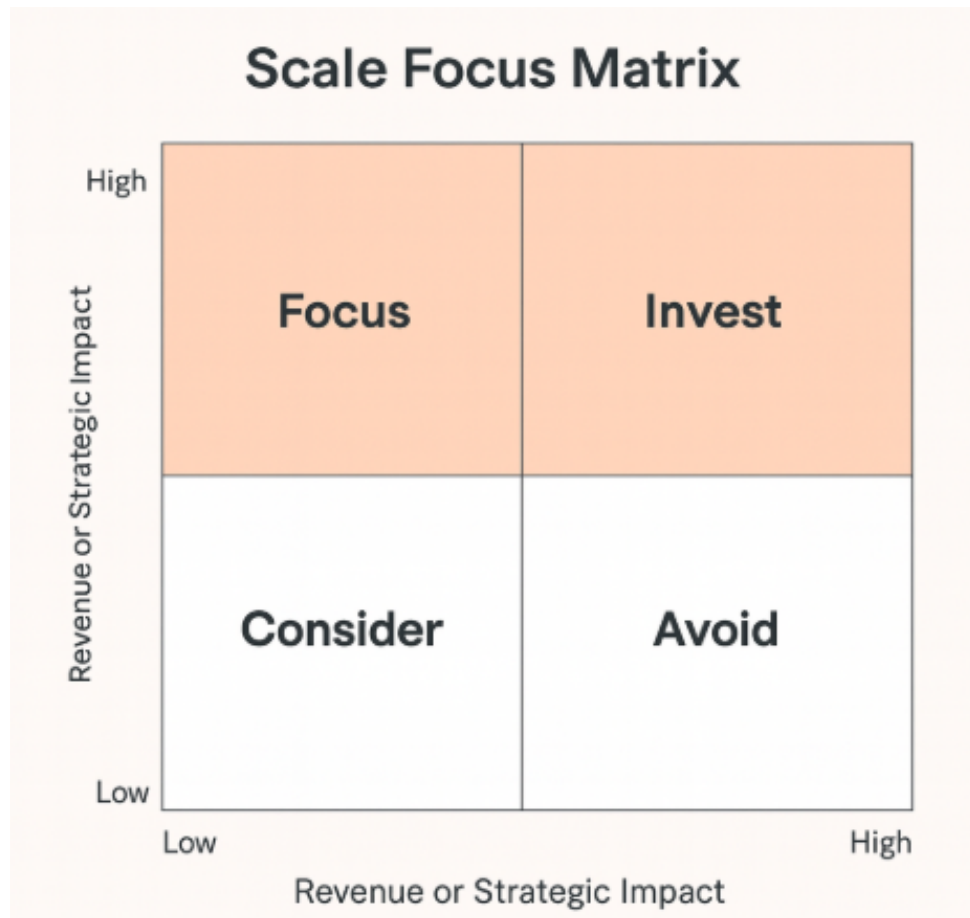
A handwritten signature in black ink, appearing to read 'Doland'.



## Radar Chart



## Scale Focus Matrix





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