

**Responsibility**  
(Stimulate Ownership)

**Room**  
(Provide Autonomy)

**Entrust**  
(Delegate Tasks)

**Recognize**  
(Give Feedback)

**Resources**  
(Ensure Means)

**Engage**  
(Nurture Willingness)

**Enable**  
(Develop Capability)

**Rally**  
(Inspire Action)

**Roadblocks**  
(Remove Barriers)

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