Purpose
The purpose of this quality improvement project was to identify a measurable baseline of perceived self-empowerment in acute care nurse managers. The project was intended to increase the perceived self-empowerment by 5% through an efficient approach minimizing operational activity. The project took place in single service line of a large academic specialty hospital in the Texas Medical Center, Houston, Texas.

Background
The project was implemented in a single service line of a large academic specialty hospital in the Texas Medical Center, Houston, Texas.

Methodology
Conditions for Work Effectiveness Questionnaire–II was used measuring perceived empowerment, and two group session sessions. A fishbone diagram and a strength-weakness-opportunity-threat analysis were used to augment the data analysis. The Plan-Do-Study-Act quality improvement methodology was used to implement changes to the program.

Results
Fourteen pre- and post-intervention questionnaires were completed. Nurse managers reported a moderate level of perceived structural empowerment which showed a post-intervention mean increase in perceived empowerment of 5.25%.

Implications
Nursing leaders supporting structural and psychological empowerment among nurse managers could enhance all aspects of leadership development, safe quality patient care, decrease turnover, and capture operational efficiencies.

Nurse managers should learn more about empowerment to advance in their leadership skills, improve workplace empowerment, and become role models for staff and future leaders. Structural and psychological empowerment curriculum should have a significant role in nurse manager continuing education opportunities.