The shift in the world of work during the 21st century along with the increased expectation to achieve high levels of productivity has forced business leaders to rethink the way in which they manage their organizations. Innovative perspectives such as Empowering organizations are therefore increasingly popular within companies. They foster participative methods focusing on trust, autonomy, team work, and collaboration.

This further raises the question of how can these empowering managerial practices contribute to improve the performance of the companies while ensuring the well-being at work of the workforce? What are the levers and obstacles of these innovative approaches?

**Methodology**

Aim: The third experimentation is a longitudinal study with 3 measures at 3 different times (2017, 2018, 2019). Over a 3 years period, in a production context with a high level of work demands, what would be the impact of the implementation of empowering leadership practices towards PWBW and performance?

Methodology: Questionnaire filled in 2017 by 623 participants of a “non-empowered” unit (74%), and 815 participants in 2018 (76%).

Results: Empowering Leadership has a positive direct effect on indicators of performance (job commitment, proactive performance, organizational citizenship behaviors, innovative behaviors).

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