

# DELEGATION

What are your excuses not to delegate?

"I am for sure the only one to do it!"

"Before explaining all this... I'll rather do it quickly on my own!"

"I'm responsible so I have to decide alone!"

Feel free to do so, but it certainly has only little to do with leadership!

Why?

**Relieving** yourself is only ONE reason to delegate. You can also use it for **motivating** and **developing** employees. The latter is often associated with (more) effort, because the point is to let someone do something that he or she may not yet be able to do (entirely). Usually, you are rewarded later for your efforts in form of a capable team that works for itself instead of just ticking things off. In the long run, this leads to the relief you initially hoped for, better performance of the team, more fun in working together and stronger commitment of your people to the task, the mission and the team. Our recommendation: try it!

You are right: Delegating, needs you to invest time – and sometimes also nerves! And yet it is an important and effective management tool.

What does this mean in practice?

First ask yourself why you want to delegate a task - relief, motivation or development?

**Relief?** Then look for a person who is already capable of doing the task. Ideally, this should not always be the same person. #DangerOfDemotivation

**Motivation?** Who enjoys the task? Does the person also bring the appropriate skills to do the task well? If not, combine it with development.

**Development?** Take time for repeated pit stops with the person, hold back on giving instructions on "how to do it right," but ask a lot of questions.

*The three reasons for delegation are also called the Magic Triangle. Is it magic? We don't know. Is it helpful - hell, yeah!*



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