



AT A GLANCE:

M DELEGATING TO DEVELOP



WHAT'S THIS THEME ABOUT?

As managers we have a tendency to do everything ourselves. Is it because we are more capable? Are we the only ones allowed to do it? Or do we doubt that our people will do a good job? Regardless of the reason, we probably have too much to do and could make good use of the art of delegation!

'Delegating to Develop' will help your managers overcome the common fears, assumptions and roadblocks associated with delegating tasks. Delegation is a useful way to inspire, up-skill and develop your people – with the added bonus of freeing you up to focus on the big things.

WHY IS THIS IMPORTANT?

“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it.”
 – Theodore Roosevelt

Managers who do everything themselves often burn themselves out both mentally and physically. They are also wasting opportunities to encourage others to step up and build capability in their team. Managers who do delegate find that their teams are engaged, energised and stay with the organisation longer.

IDEAL OUTCOMES

'Delegating to Develop' is about our managers understanding:

- the benefits of delegation to them, their people and the organisation
- what authority they have to delegate
- what needs to happen to make delegation successful.

'Delegating to Develop' is about our managers having the skill to:

- plan and monitor delegated tasks through to completion
- arrange and prioritise their own workload so they have time to delegate
- actively delegate interesting tasks to develop their people.