

DELEGATE OR DIE

Ok. Recasting Tom Peters' quote pertaining to change may be hyperbole; however in our coaching of executives, delegation invariably arises as a performance issue with which they struggle. Why? Often times these executives simply do not know how to delegate effectively. Masking this lack of knowledge are the usual rationalizations:

1. Fear someone will take my job
2. Staff are already overwhelmed
3. They won't do it as well as I

The result? Leaders become doers. Priorities go unaddressed. Staff is not challenged to grow and develop. Job stress increases with work-life imbalance.

If this applies to you, the following concepts can help to improve your delegation. Ask yourself:

1. What am I delegating?
 - a. Understand where your time should be spent (i.e., strategic; tactical; developmental; not fun but necessary) and then identify what can be delegated
 - b. The essence of leadership is thinking and planning not doing
2. To whom am I delegating?
 - a. Identify your A, B and C players; who is ready, capable
 - b. How will delegation ultimately strengthen my "bench"
3. How should I delegate?
 - a. Clear, specific goals
 - b. Managerial support, training
 - c. Metrics to gauge progress
 - d. Performance feedback

Most effective leaders recognize delegation as one key behavior affecting individual and organizational success. Simple concepts, yet difficult for some to put into practice consistently. If there is someone within your organization who would benefit from focused performance coaching to enhance their leadership capability, contact us at **414-259-9722**. We can discuss with you how short-term executive coaching can strengthen an individual's ability to contribute to the organization.