

EN

DELEGATION IS ABOUT MANAGING RISK



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Helping people to love their job

RISK IS DIRECTLY PROPORTIONAL TO YOUR TRUST IN PEOPLE'S SKILLS & LOYALTY



Peter Drucker:
„The most important part of management is managing yourself.“



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Consequence of a wrong decision/action

DELEGATION VIA TRUST

- Pass on these tasks to people with a proven track record whom you can really trust
- If you cannot trust anyone, develop your teams' skills through setting tasks with ever increasing responsibility
- If you still cannot trust, ask yourself whether you are capable of managing

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MANAGEMENT ATTENTION RECTANGLE

- The goal of a **healthy organisation** and a manager moving up the **career ladder** should be the same . . .
- They both will benefit from continually **reducing the size of this rectangle**
- Develop a **culture of trust, set clear targets & introduce standards**

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SHOW INTEREST, BUT DO NOT INTERFERE

- These tasks are to be completed without blocking management capacity
- The overall company performance will confirm that they are completed in line with their requirements
- Employees are motivated when managers take interest and give suggestions, but avoid the micro-management trap

DELEGATION WITH DETAILS AND STANDARDS

- Set clear tasks with SMART goals and communicate your expectations clearly
- Do not forget to clearly explain under which circumstances an employee should escalate this task back to you
- Standards lead to flexibility: Define and introduce guidelines where appropriate

Probability that things will go wrong or the worst case scenario will happen



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