

Define Area of Responsibility. What is the Task, Project, Big Picture?



What is Desired Outcome? Results/Measurements of Success



"Delegation

requires the

willingness to pay for short-

term failures

gain long-term competency."

-Dave Ramsey

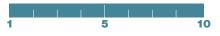
in order to

What Information does the employee need to be successful?



Determine/Define required levels of autonomy versus supervision

SKILL versus WILL



Have you observed this person's competency (skill) on this task? If yes, ask yourself, "On a scale of 1-10, what is their competence level?" Higher competence = more Autonomy

What is person's Will or Motivation level to assume responsibility for this task?

If scores are low, take a more hands-on, conservative approach, and be more directive, less facilitative.



With thanks to Erika Andersen, Leading So People Will Follow

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"Deciding what not to do is as important as deciding what to do."

-Jessica Jackley, Kiva co-founder



Focus more on defining overall responsibility, NOT 'how to do it!'