



Delegating

Developing people at work for what the organisation needs today regarding their knowledge, understanding and skills is a vital part of the Leaders role. Often what is less thought about is what the organisation will need for the future, the tomorrows? A Leaders role includes 'preparation', preparing people to have them ready to greet new challenges, new roles and career development and progression opportunities. Delegation is often thought of as a time management tool to help the Leader manage their time as effectively as they can by focussing on the right things, and of course it is; delegation is also a fabulous developmental tool for growing individuals in the workplace and is ideal for **The Leader as Coach** role.

The background is a light teal color with several large, overlapping, organic shapes in a slightly darker shade of teal. These shapes resemble stylized leaves or petals, creating a layered, abstract composition. The shapes are positioned around the central text, with some extending towards the corners of the frame.

Delegating IS:

Directing

The individual toward new things, new tasks and projects that benefit the individual, your department and therefore the organisation overall.

Empowering

Enabling individuals to grow in confidence and competence in their abilities, promoting their actively taking on board more responsibility and ownership in their jobs.



Learning on the job

Gaining new skills, knowledge and understanding in the workplace, making a difference where it matters.

Evaluating

Making sure that at various stages of the task delegated that you are getting the desired result by measuring it.

Giving



Whatever it is that has been promised in terms of your support, resources and allocating responsibility.

Acknowledging

The progress made, providing specific feedback on the results, praising performance, re-directing if appropriate.

Transferring

Skills, knowledge and understanding across different situations and applications encouraging flexibility.

Inspiring

Your people to be even more than they are already and even more than they thought they could be. Inspiring confidence and competence in their ability.

Nurturing

Growing the talent in your people, (a) growing for what the organisation may need next from them (b) growing the individual to be the next best version of themselves.

Gratifying

Seeing progress an individual makes in their competence and confidence, watching the progress that is made and knowing you had a hand in that, is very rewarding.



Gill Main
Partnering 4 Performance

Directing

Empowering

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