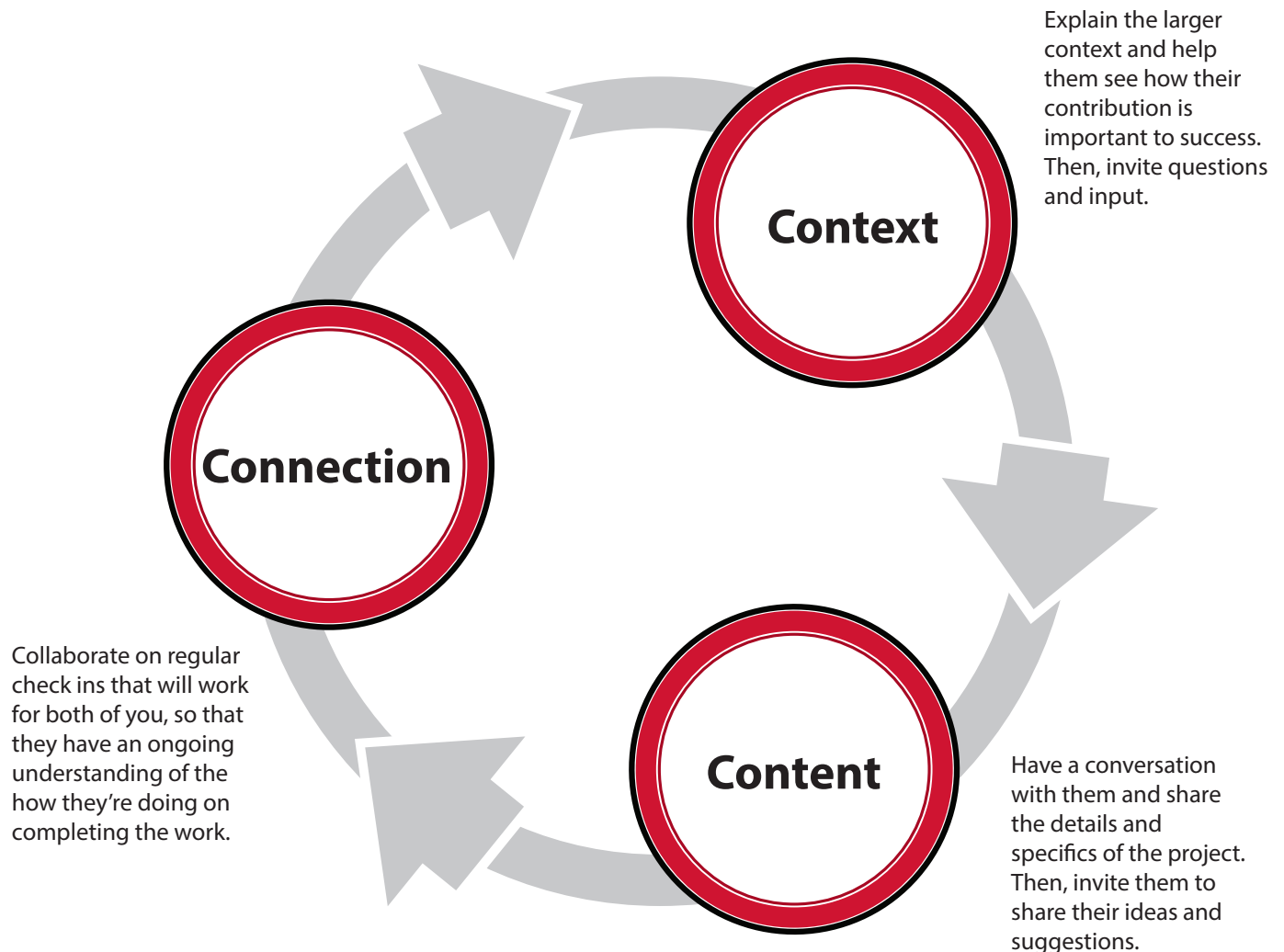


SUCCESSFUL DELEGATION

To delegate successfully, you'll need to provide **Context**, **Content**, and **Connection**, so that your employee can organize their thinking and their tactics to accomplish the delegated task. When you delegate this way, you're giving your employee (or whomever you're delegating to) the guidance and freedom that they need to succeed.



It's important to remember that the individuals you're delegating to will be most successful when they're engaged in the process and can influence how it unfolds.

SUCCESSFUL DELEGATION

We'd recommend you approach delegation like any other interaction, with **reciprocal influence**. As a reminder, our definition of leadership is the foundation of the work that we do.

**Leadership is the willingness to influence your world,
and the willingness to allow your world to influence you,
regardless of your role or title.**

When you're delegating, **it's important to influence your employee** with the background and details of the project or task. It's just as important to **allow them to influence you** with their thoughts on how they will accomplish it and the resources they'll need. Then you influence them, and they influence you, and so on. You repeat this until you've come to an agreement about how the work will get done.

Successful Delegation is:

THIS	NOT THIS
A detailed overview of context and content	Little to no context or content
A continuous process with ongoing communication and regular check-ins	A one-time meeting or hand off
Reciprocal influence (you influence them and they influence you)	One-way communication
An inclusive discussion	Dictation of the who, what, when, where, why, and how
A shared vision that you create together	Your vision without any room for input

The ability to delegate is critical to success in work and life. It takes some time and effort to ensure it's done well; but what you'll find is that **as you delegate effectively to the people in your life, you'll build trusting relationships that allow you, and them, to be more effective and successful.**