



Delegating Responsibility

Increase Contribution
and Satisfaction without
Micromanaging



The concept of delegation has developed an oversimplified connotation among many managers in the modern work environment. However, effective leaders understand the nuances of delegation—when and how to apply it for optimal effect. By delegating with intelligence, leaders can lift their teams' positive output, maximize employees' contributions and intent to stay in the organization, and create more space for themselves to focus on their own work in meeting enterprise business objectives.

Organizations seeking to increase the effectiveness of their frontline leader population—and by extension, improve the performance and retention of their workforce—can introduce the GP Strategies course Delegating Responsibility to their leadership development programs.



The Experience

In prework, learners review a brief video on the GP Strategies X Model of employee engagement, and identify a real-world situation related to delegation. During the workshop, they'll address barriers to delegation and then apply the Funnel Model for delegation, which differentiates between non-negotiable direction and areas where team members can autonomously decide how to complete the work. Participants also work with our Delegation Planning Guide on the real-world situation they identified in the prework to determine what to delegate and to whom, and then practice facilitating a delegation conversation.

Topics and Activities

Delegation overview: Learners discuss what is, and what is not, considered delegation.

Barriers to delegation: The group identifies top barriers to delegation and brainstorms on overcoming them.

Deciding to delegate: The Delegation Planning Guide is introduced, and learners work individually on their real-world delegation situation. Then they review the Funnel Model to establish the "what" versus "how" of delegation.

The delegation conversation: Learners participate in a group role-play exercise with the facilitator to practice the delegation conversation. Next, learners break into groups of three, so each participant can practice their real-world delegation conversations.

Action planning: Participants discuss how to put lessons from the course into action on the job.

Objectives

After completing this course, participants will be able to:

- Articulate what constitutes effective versus ineffective delegation.
- Increase commitment and buy-in of team members.
- Use the Delegation Planning Guide to delegate more strategically.
- Employ a communication strategy to structure a delegation conversation.

Outcomes

- Improved effectiveness and engagement in frontline leaders
- Increased contribution and satisfaction of individual contributors
- Enhanced, high-performing teams

Modality | In-person (ILT) or virtual (VILT) instructor-led course

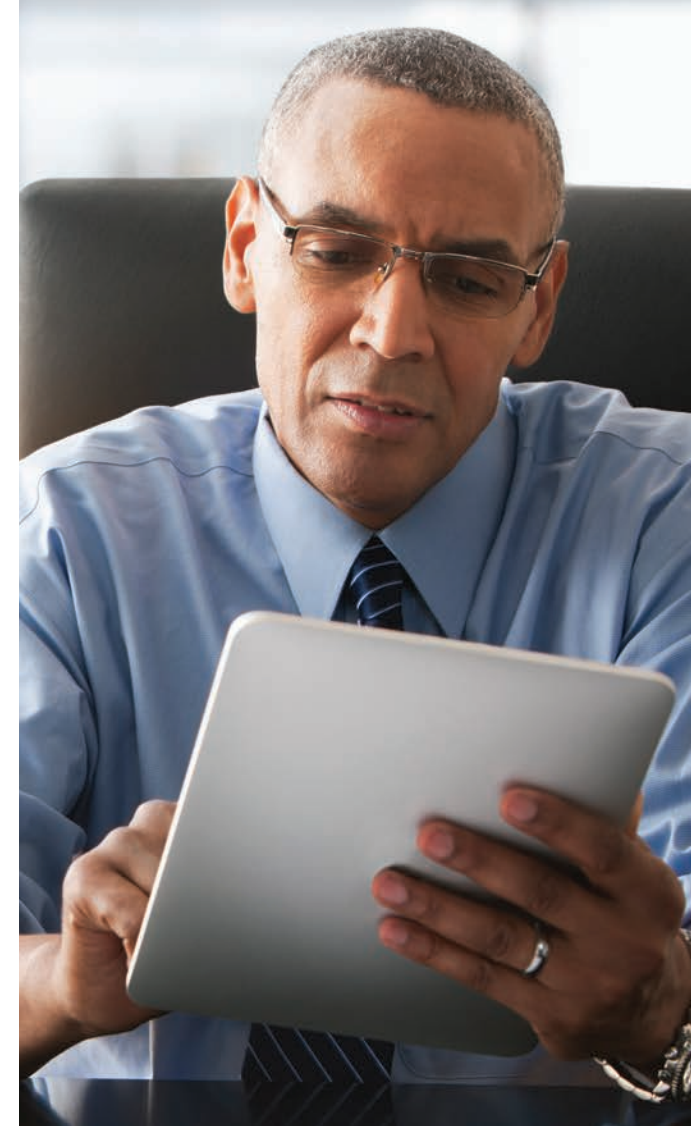
Duration | Two hours

Target audience | Frontline leaders

Class size | Up to 20 participants

Available language | English

For more information about our leadership programs, visit www.gpstrategies.com.



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