

WHY?

Letting go might be one of the toughest elements of a manager's job. If you're used to taking responsibility you might find it hard delegating any tasks, not to mention a whole important project. However, having trouble granting rights and sharing responsibility will impede growth in your team. The only way to support development is to encourage independent thinking and stimulate people's impact on the organisation. Keeping all tasks for yourself also prevents you from learning and expanding since there's never time to take on new opportunities. In order to remain sane and ensure projects are handled successfully, you need a simple solution: measurement and KPIs that will prove the delegation process works.

HOW?



'Delegation requires the willingness to pay for short term failures in order to gain long term competency.' Dave Ramsey

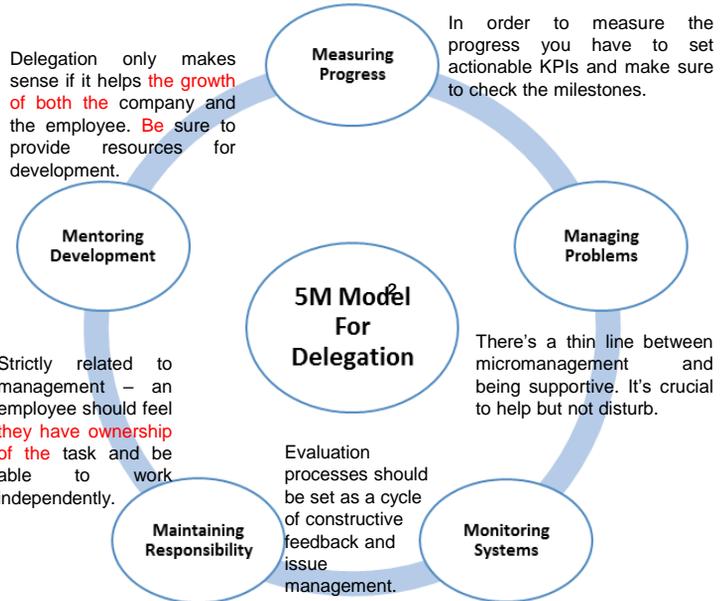
The five rules of successful delegation as outlined by Harvard Business School¹ should serve as a starting point:

1. Make yourself let go
2. Ask, don't tell
3. Match tasks to people
4. Cultivate independent thinking
5. Link people with resources.

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Never tell people how to do things. Tell them what to do, and they will surprise you with their ingenuity.

GENERAL GEORGE S. PATTON



1. Johnson, L.K. (2004). Do you know when to delegate? <https://hbswk.hbs.edu/archive/do-you-know-when-to-delegate>
 2. The Delegation (2014). 5M model of delegation. <https://thecatalystblogsite.wordpress.com/tag/5m-model-of-delegation/>

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