



## **When Delegating is Risky Business**

We all know what the cost of NOT delegating is: less productivity, a lowering of morale, and a poor long-term strategy for growing your people and your business. Managers have plenty of excuses for not letting go. But when is it really risky business?

### **1. Don't delegate to people who haven't already demonstrated their competence for doing the work.**

The trap that managers fall into is that they assume a person can do the work due to other general factors: the person is intelligent; the person has a good work ethic... Yes, but, is the person already successful at doing the task or goal that you want done?

**Challenge:** Make sure the individual has already done a great job with the same task-specific goal; otherwise, you'll be disappointed.

### **2. Don't delegate when you are the only one that knows how to do it brilliantly.**

If you're especially brilliant at a task and you enjoy doing it, then keep doing it. Delegating the task because you're too busy with other items won't work. The delegatee will never do it right in your eyes. Genius can't be delegated. Delegate something else instead.

**Challenge:** If you think you're brilliant at everything you do, think again.

### **3. Don't delegate if you're not willing to take the time to do it properly.**

Delegating is a collaborative effort. Have the delegatee create an action plan with trackable metrics. Then discuss, adjust and/or confirm the plan. Now you'll have created "buy in" and shared ownership.

**Challenge:** Set yourself up for success. Without installing an agreed upon tracking system, upfront, you won't be able to catch potential problems before they become catastrophic.

### **4. Don't delegate to people that haven't been dependable in the past.**

If you don't have "good people," they won't get better if you just keep shoving work on them. And if they're not good at doing the work now, they won't get better until you develop them. That means, breaking goals down into smaller chunks and providing all the details on how to do the work while supervising closely until they get to the next stage of development.

**Challenge:** Don't rationalize. Delegating to an unskilled person without clear instruction and guidance (just "hoping for the best") is asking for trouble.

### 5. Don't delegate without planning ahead first.

If you don't have time to clearly outline your expectations and stay in touch with your delegatee during the course of meeting the goal, you're not delegating, you're dumping!

**Challenge:** Unless the person you are delegating to is a seasoned pro in the areas that you're handing off, you'll need to factor in more time. Don't kid yourself.

Delegating effectively can seem like an art. It isn't; it's pretty straight forward IF you know how to do it. It's a skill that can be developed like any other.

When you successfully develop your people, you'll really appreciate this quote:

*"Next to doing a good job yourself, the greatest joy is having someone else do a first-class job with your direction."*

~ William Feather

The Best of Success to You!

Barbara McRae, MCC  
The Savvy Success Coach

P. S. Please visit my new Savvy Success Strategies page on Facebook:

<http://www.facebook.com/SavvySuccessStrategies>

If these Savvy Success Tips are of value to you and you'd like to have more support in implementing them to grow your business or yourself OR you've had similar ideas, but can't seem to get beyond your barriers or blind spots, you could benefit from 1:1 or group Savvy Success Strategies coaching.

<http://www.nextlevelsucces coaching.com>

(c) Barbara McRae



Connect with Barbara on [Twitter](#) and [Facebook](#)

---

*What if you could eat delicious chocolate (with Acai berries) guilt-free because leading doctors recommend it for your*

*optimal health?* <http://www.MyPureChocolate.com>

If you know someone who may enjoy receiving these motivating messages, please forward them this email. Thank you for being willing to share this content with others.:Subscribe: