

“Delegation”

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“**Delegation**” as in... “*Delegation of authority*” ...something every effective leader must do effectively.

Leaders who refuse to delegate their authority:

- Take longer to get things done;
- Are too involved in the ‘particulars’ pertaining to ‘how’ subordinates get things done;
- Have difficulty making decisions;
- Make too many poor decisions;
- Have others perform the training they should do themselves;
- Usually lack self-confidence;
- Are easily frightened when confronted with unstructured situations;
- Enjoy little respect from others; and so forth...

The very first thing an effective, newly appointed leader does is review the strengths and weaknesses of his people. The second thing he does is find a fully competent second in command. The third thing he does is calculate how he can shuffle the deck to come out with a stronger hand. The fourth thing he does is discuss with his # 2 person the things which can be delegated to him for handling on a routine basis.

Delegation of authority = free time for the leader. Failure to delegate authority = increased workload for the leader. In order to be an effective leader, there must be time in the workday to lead. Lacking that free time, nearly all such leaders will be to a varying degree ineffective.