

# Delegation

This engaging two-hour virtual program provides leaders with strategies to diagnose employees' readiness to delegate and identify strategies to do so more effectively.

## Learning Outcomes

- Identify ways in which to create ownership among your direct reports
- Debate the pros and cons of delegation
- Assess the relationship between trust and delegation
- Evaluate how to most effectively delegate a task based upon the direct report's skill and will

## Program Flow

### Welcome

Introduction

Learning objectives

### Creating Ownership

Owners vs. Renters

Backpacks and rocks

Escalating levels of initiative

PCAN (problem, cause, answer, net benefit)

Coach to their thinking

### Delegation

Why don't we delegate?

Relationship to trust

Definition

Skill and will matrix

The lure of the high-performer and the implications

Activity: Captain Hot Dog

Selecting a delegation candidate

### Workshop Close

Workshop evaluation