

## ***Advantages of Effective Delegation***

### ***The Protege School of Leadership***

- The job of management is to get results through people and other resources.
  - Among other things, that means delegating many tasks to others.
- Delegation is the assignment of a specific task or project by one person to another, and the assignee's commitment to complete the task or project.
- When you delegate, you not only transfer work to another person; you also transfer accountability for completing the work to stated standards.
- Delegation is one of the most important skills demonstrated by successful leaders and managers.

#### **Delegation makes the manager's job easier.**

- When you delegate, you reduce your workload and stress level by removing tasks from your to-do list that others are qualified to handle.
  - This will give you more time to focus on activities that require your unique skills and authority: planning, business analysis, controlling operations, obtaining resources, and dealing with key people problems.

#### **Delegation Increases Productivity.**

- It makes it possible for the leader to be more productive on the things only he can do by freeing up his time and, as a result, increases the efficiency of the entire organization.

#### **Delegation gives the Christian leader more time for his personal spiritual development.**

- To do God's will, the leader must spend enough time with God to discover what His will is.
  - The Christian leader's first responsibility is to God.
  - Therefore, he must make sure he spends the necessary time with God required to manage God's work.
- Delegation provides that time.
  - See Acts 6 and Exodus 18 for great examples of this.

#### **Delegation develops additional leadership.**

- Many managers do not have the time to develop additional leaders because they are so busy doing the things they should have delegated in the first place.
  - As a result, the leader fails to delegate because they feel they don't have anyone capable of doing the job.
  - This is detrimental to the organization.
- Delegation gives people decision-making and problem-solving experience and helps prepare them for greater responsibility.

- Every assignment is an opportunity to learn.
- In effect, delegating gives employees experience with managerial work.
  - And developing people is part of your job.

**Delegation improves the level of trust between you and your staff.**

- What you sow is what you reap.
  - You have to give trust to get trust, and delegating is one way of doing so.
- Delegation sends the message, “I trust you to do the job.”
  - People will think the leader doesn’t trust their abilities if they are never delegated tasks.

**Delegation is an effective way of testing one’s capabilities before offering a promotion.**

- Delegating tasks will assist the leader in discovering strengths and weaknesses in prospective leaders.
  - This information will help the leader to determine if the prospective leader is capable of handling certain tasks.
- It is a great way to discover the principle of Jesus in Luke 16, “He that is faithful in that which is least shall be faithful in that which is much.”

**Delegation stimulates commitment to the organization.**

- When the leader assigns the appointee authority and responsibility, it helps them take “ownership” of the organization.
  - They feel they have a vested interest in what is going on.

**Principle**

**Delegate to boost staff morale, build confidence, and reduce stress.**

**Principle**

**Set aside enough time each day for concentrating on your long-term projects.**

**Principle**

**Make sure you have the right experience to coach others.**

**Principle**

**If delegation is not working, ask yourself, “What am I doing wrong?”**

Don’t allow fear to keep you from delegating. Recognize the advantages of effective delegation and see the positive impact it will have on the organization.