

Delegate for Results

The challenge of delegation is to enable people to succeed.
Focus on what people must do and why they must do it.

Study the landscape. Immerse yourself in the business so that you know the macro-trends (governmental, economic, societal) as well as the micro-trends (competitors, customers) affecting your business.



Study your people. Know what makes them tick, how they think and act, as well as what motivates them. Watch them in action and how they interact with others. Pay attention to how they get results.

Study the cracks. Problems will occur. When the project hits a roadblock, identify your resources and know which people you can assign to solve the problem sooner than later.



Study what comes next. Prepare your people for the next challenge by increasing their roles as well as their responsibilities.