

Why Should We Delegate?

(Use the headings for the flip chart and the text for discussion.)

- **To Get Results**

By delegating one can more effectively get the job done. It spreads the responsibilities so no one person has too much to do.

- **To Give Someone Else Growth Opportunities**

A person grows as he has responsibilities and produces. If the leader keeps all the responsibilities for himself, he alone will grow. By giving responsibilities to others, he is allowing them to experience growth.

It is important for others to have growth opportunities to prepare them to lead when the leader is no longer there.

- **To Free Up The Leader For Other Tasks**

Delegating to others will free up the leader's schedule and mind to pursue different and possibly more important things.

- **To Share Decision-Making Authority**

Delegating allows the leader to share authority with others. It creates ownership in the group and an environment of teamwork.

- **Because the Leader Lacks Time**

The leader may delegate because of being overextended.

- **Because the Leader Lacks Skill**

The leader may not possess the skills to get the job done. The leader can delegate to someone more skilled in a particular task. It is not important for an effective leader to be able to do everything, but it is important that the leader is able to recruit people with the skills to do the job.