

Empowerment Model For Delegation

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Why This Webcast?

- Define delegation and its importance
- Highlight trust as the foundation of effective delegation
- Explain how to apply the Empowerment Model
- Achieve on-time, on-budget results without micromanaging





Charlotte

Accelerate

**2,500 leaders
developed**

**10,000 direct
reports impacted**



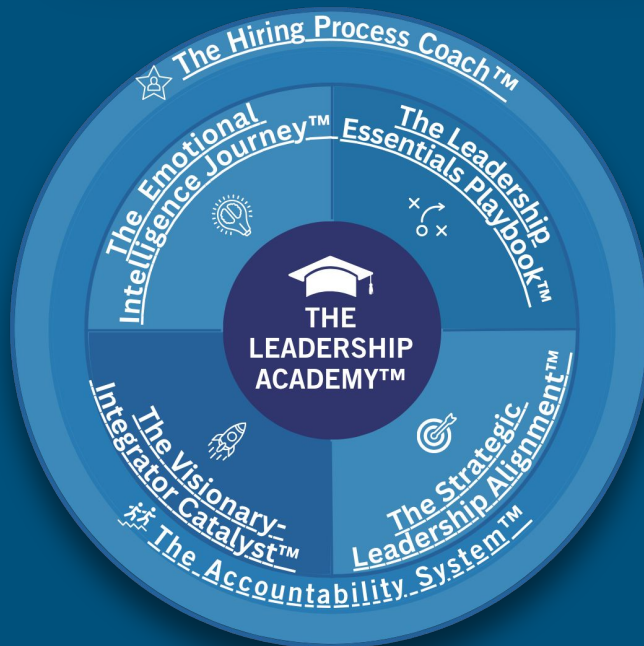
Detroit

Select

**12,000 candidates
evaluated**

**2,000 successful
hires**

**1,300 scorecards
built**



What Is Delegation?

- MRG - “Enlisting the talents of others to help meet objectives by giving them **important activities** and sufficient **autonomy** to exercise their own judgment.”
- Focus on projects or tasks versus job
- Delegation versus empowerment
 - Delegation = "Do this task, this way."
 - Empowerment = "Own this outcome, and decide how to get there."



Start With Trust

- Trust you have my back
- Trust you have the capability to do it
- Trust you will do what you say you will do



Two Types of Leaders

Controllers

- Use external controls exclusively
- See people as widgets
- Ends justifies the means
- Short term focus long term cost



Two Types of Leaders

Empowerers

- Direct reports are unique individuals
- Tap into internal motivations
- Raise level of performance, motivation, and even morality
- Judge own success by accomplishments of others



Delegation Fundamentals

- Start with the big picture
- Create excitement for delegated tasks
- Delegate based on behavior style
 - Leader self awareness
 - Direct report styles receive differently
- Be clear with borders and boundaries



The Playground Study: What the Research Shows

- Study by Northumbria & Newcastle Universities (UK)
- Boundaries encourage exploration
- Fences can enhance play
- Children engage with boundaries
- Clarity creates confidence



Empowerment Model



Expectations

- Success factors
- KPIs



Resources

- People
- Information
- Training
- Processes
- Skills

Leaders empower
success by defining
borders and
boundaries



Restrictions

- Non-negotiables
- Budgets
- Level of Authority




Time Frames

- Time/hours dedicated
- Milestones
- Expected completion date

*Roger Allen and Preston Pond
High Performance Leadership:
From Control to Empowerment*

Empowerment Model Exercise

- Situation: Your group is tasked with empowering a direct report to purchase a new accounting software system
- Action: Complete the Empowerment Worksheet for the direct report

 PerformanceAdvantage™ – Empowerment Worksheet

Project Individual _____	Leader Date _____
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Expectation/Success Factors

Resources

Existing: _____

To Be Acquired: _____

Restrictions

Budget: _____
Authority Level: _____
Non-Negotiables: _____
Other: _____

Timeframes

Total Hours Dedicated: _____
Completion Date: _____
First Milestone: _____
Other Milestones: _____

When Delegation Isn't the Right Fit

- Leaders unwilling to let go
- No trust between leader and direct report
- Emergency situation
- Direct report lacks accountability

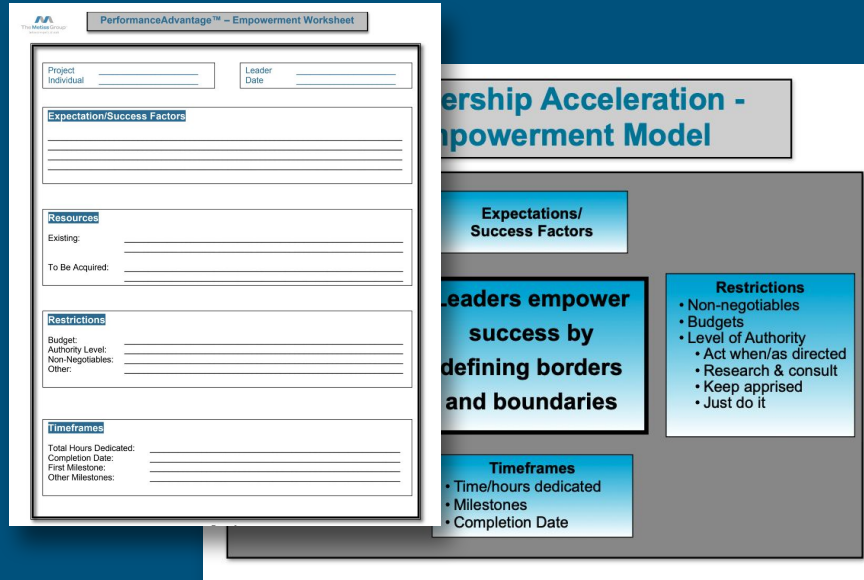


Success Story: From Empowerment To Freedom



Next Steps & Complimentary Resources

- Empowerment Worksheet
- Empowerment Model



The image displays two documents from The Math Group. The top document is the 'PerformanceAdvantage™ - Empowerment Worksheet', which includes sections for Project/Individual, Leader/Date, Expectation/Success Factors, Resources, Restrictions, and Timeframes. The bottom document is the 'Leadership Acceleration - Empowerment Model' diagram, which illustrates the relationship between Expectations/Success Factors, Leaders empower success by defining borders and boundaries, Restrictions, and Timeframes.

PerformanceAdvantage™ - Empowerment Worksheet

Project/Individual: _____ Leader/Date: _____

Expectation/Success Factors

Resources

Existing: _____

To Be Acquired: _____

Restrictions

Budget: _____

Authority Level: _____

Non-Negotiables: _____

Other: _____

Timeframes

Total Hours Dedicated: _____

Completion Date: _____

First Milestone: _____

Other Milestones: _____

Leadership Acceleration - Empowerment Model

Expectations/Success Factors

Leaders empower success by defining borders and boundaries

Restrictions

- Non-negotiables
- Budgets
- Level of Authority
 - Act when/as directed
 - Research & consult
 - Keep apprised
 - Just do it

Timeframes

- Time/hours dedicated
- Milestones
- Completion Date





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Upcoming Webcasts

- August 15: Performance Acceleration Tracker
- September 23: An Effective Hiring Process
- October: Strategic Leadership
- November: Emotional Intelligence 360

