



## ***LEADERSHIP MATTERS E-ZINE***

*Leadership Matters is a publication designed to explore the workplace issues today's managers and supervisors face.*

### ***Delegating***

#### **DELEGATING BREEDS STRATEGIC ALIGNMENT**

There are good habits that we hope all of our supervisors and managers have to help them handle the often powerful and complex challenges of leadership. Bill Gates once said:

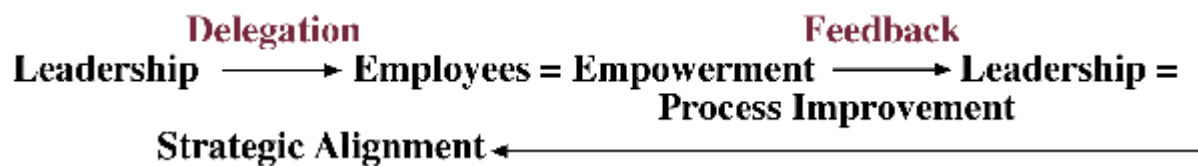
"Virtually every company will be going out and empowering with a certain set of tools, and the big difference in how much value is received from that will be how much the company steps back and really thinks through their business processes, thinking through how their business can change, how their project management, their customer feedback, their planning cycles can be quite different than they ever were before." *Bill Gates*

Delegating with clarity and purpose might be considered an art by some while others find it completely difficult. Leaders who regularly delegate are strategically aligned with their employees to improve business processes and provide feedback. This engages employees so that they are reciprocally aligned with their leaders.

Delegating demonstrates trust and encourages development. When you have these two factors at work in your organization, you have a positive environment in which empowered employees are focused on organizational goals.

#### **Delegating Breeds Strategic Alignment**

Strategic alignment, therefore, is a two way street. If you could express the power of delegation in a formula for success it might look like this:



By delegating responsibilities and projects with clear communication, the bonds of the team are strengthened, manager-employee relationships are improved and a synergistic relationship results. This ties managers and employees together in strategic alignment for the achievement of business goals.

#### **The Power of Communication Tools**

One of the most powerful tools a leader will ever have is communication. There is no replacement for being able to communicate well in the delegation process. Leaders must be able to communicate the "what" and the "why" of every task they delegate. Without taking the time to communicate correctly, misunderstandings occur, workloads become imbalanced, bonds are broken, processes stall and strategic alignment with goals never occurs.

Therefore, to delegate and empower appropriately, managers and supervisors must learn the following skills:

- Explain the need for delegation.
- Use delegation of tasks to motivate.
- Explain tasks and ask team member's view (getting feedback).
- Specify responsibility and authority (empowerment).
- Confirming team member's understanding and set up time review (process improvement).

### **Why Delegating is so Important**

In a perfect world everyone is going out and empowering as our quote from Bill Gates alludes to. But delegating does more than that. It develops people who are able to work through processes and make things better. And, as people develop, they move through the corporate ladder. Delegating expresses confidence in team members and motivates them to achieve strategic goals and redefine their own potential. Delegating creates your leaders of tomorrow who already are strategically aligned with leadership and goals. What could be better than that?

### **How can you get your organization strategically aligned through delegation?**

*Delegating*, one course in the Leadership Essentials Supervision Series, provides leadership tools that will strengthen the skills of supervisors and managers—and get your organization strategically aligned. Or, as we like to say:  
*Getting all the oars in the water rowing in the right direction!*

Let our training professionals show you how you can put *Delegating* into action.

#### **Quote for the Month:**

***"Delegating means letting others become the experts and hence the best". - Timothy Firnstahl, American Business Executive***

With appreciation,  
Ken Ivey, Vice President  
RPC

*Essential Skills of Communicating* and *Essential Skills of Leadership* make excellent companion programs. To learn more about our other leadership courses available in both classroom and online e-learning formats: go to <http://rpchr.com/online-e-learning.html>

Sources:

[\*Delegating\*](#). Vital Learning Corporation (2007).

***Any room for improvement in your business?***

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