

**JUST
LEAD**
WITH MARK Q



SHOW NOTES

EPISODE 45: Give The Work Away! How To Delegate (Part 1)

Maybe you've heard it said, if you want to go FAST, go ALONE. But if you want to go FAR, you've gotta take someone WITH you. So it is with delegation. You've got to GIVE THE WORK AWAY so that you can DO what only you can do. But what should you be looking for & who can you trust to delegate to? In Part 1 of a Part 2 episode, we explore the characteristics of who you can trust to delegate & how to do it!

What keeps leaders from delegating? It's often not control, but trust. Do you have a trust issue with giving things away? When we don't delegate, we run the risk of compromising the thing that only we can do. That can't be compromised!

If you're not careful, your whole "plate," can be filled up with the "sides," and you don't have any room for keeping the main thing the main thing.

Training people is necessary to getting the tasks done! Even if they can perform it to 80% of your preference or capability, GIVE IT AWAY. More often than not, the other 20% is negligible. There's a difference between **DUMPING** and **DELEGATING**. Prepare the work & train someone properly to carry the task forward.

So who should you look for when you're delegating a responsibility?

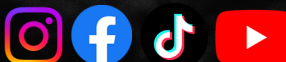
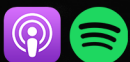
- 1. Look to your sphere of influence.** Who do you know that can take this on? Usually they're already in your orbit. If not, EXPAND your network & be relational. Good help isn't hard to find, it's hard to SPOT!
- 2. Do they have shared values?** They may arrive at the same goal a different way, but that have to share the same core values. Make sure there's alignment on the most important things.
- 3. Can they serve on a team?** To go where you need to go, you need healthy teammates. Solo stars might get you to some places, but they won't keep you there. You need team players who will go above and beyond the limits of a job description to help the team win & succeed.

End of Part 1

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