SMARTer Entrepreneurs

Delegation that sticks

Hand over one piece of work for good, and say how much freedom goes with it.

Work gets handed out but not handed over, so it keeps coming back. It sticks when you say three things: the result, the freedom, and when you will check.

How it works

1. Pick one piece of recurring work someone else could do with a little help, and the person who could take it.
2. Say what good looks like when it is done, and choose the freedom: look into it and suggest; do it and tell me after; or just do it.
3. Agree when you will check, and do not take it back the first time they ask a question.

An example

The founder of a 16-person digital agency approved every quote, including small change requests. Quotes waited days, and her account managers had stopped pricing. She handed pricing small change requests to her senior account manager: do it and tell me after, with a check in two weeks.

Your turn

The work I will hand over	
To whom	
What good looks like	
How much freedom	
When we check	
This month I will	

Next step up: a second handover, and one more step of freedom on the first.

Want to talk it through? Book a free Discovery Call at smarterentrepreneurs.co.uk/book-online

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