



Direction and Delegation

Welcome to the course

We will be starting shortly.

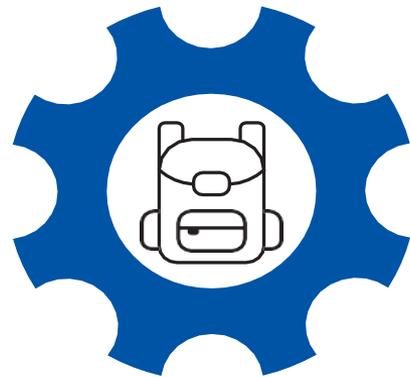
While we wait for everyone to join can you please do the following:

- **Please turn your video on** (if appropriate)
 - *Being able to see each other makes the discussions a lot easier for everyone*
- **Please mute your microphone when you aren't speaking**
 - *This helps to avoid any background noise*
- **Remove any distractions! Close your emails and any other programmes, put the phone on silent**
 - *Really? You need a reason? OK...*
 - *The more you can focus and learn from the course, the more it will benefit you back in your role*
- **Think about the following question and please put your answer in the chat box**

What do you want to get from the course today?



The
Learning
Team



The Kitbag

Module 5
Direction and Delegation





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Direction and Delegation

How are you doing?





The Kitbag

Direction and Delegation



- **Situational Leadership** - styles of leadership and the impact you can have
- Delegation's what you need.....but when and how?
- Creating direction – why are we doing what we're doing?
- Learning into action



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Direction and Delegation

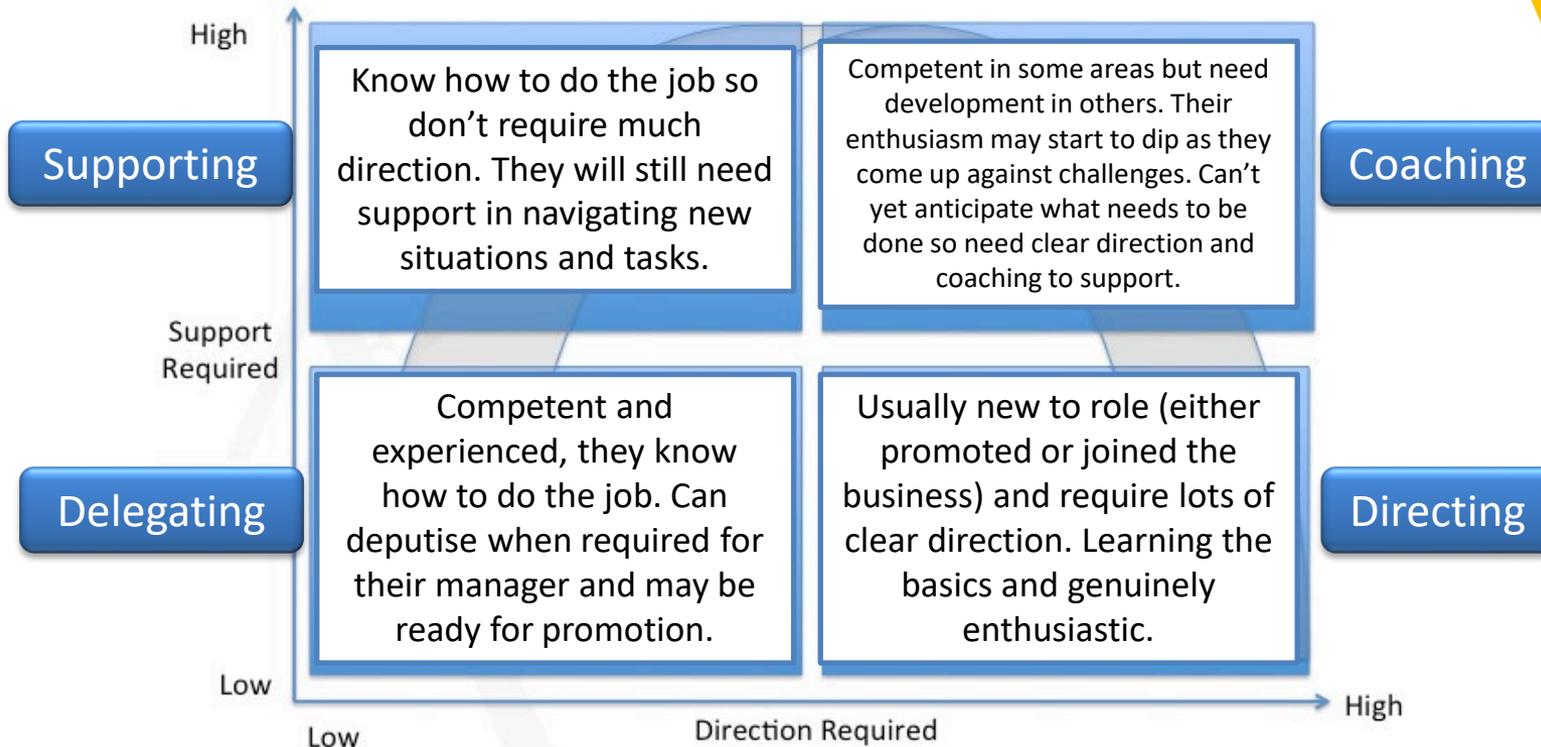
Situational Leadership



Successful Delegation

Situational Leadership

People move from a 1 to a 4





Direction and Delegation

Breakout Room

Each team takes a different box to explore

Consider this style in terms of

- Impact on getting the task done
- Impact on your time
- Impact on the individual you are leading



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Direction and Delegation

Successful Delegation



Successful Delegation

Delegation mindset barriers

Safety

A need to feel in control

Respect

A need to appear busy

Self esteem

A need to be needed by others

Enjoyment

A need to be involved in the 'fun stuff'

Belonging

A need to be liked



Successful Delegation

Recipe for success

Engage

What will they get out of it

Mobilise

Encourage them to draw on past experience and outside resources

Review

Regularly check back on understanding and progress

Support

What do they need from you?

Reinforce

Praise and feedback

Contextualise

What's the big picture?



Successful Delegation

Delegation challenges

The job no-one wants

How will you delegate transactional tasks in a compelling way?

The stretching responsibility

How will you delegate difficult tasks that add extra responsibility?

The last-minute favour

How will you delegate time-consuming tasks that drop at the last minute?



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Setting up for Success

Setting Direction





Setting Direction

Translating the vision

“ I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou

1. How do you ensure that your team fully understands the big picture and know how their work contributes to it (their small picture)?
2. How can you make sure that all the actions your team takes are moving you towards turning the vision into reality?



Direction and delegation

Setting direction

Intent – top level



Directions – how might we get there?



Actions – what specifically am I doing to make that happen?



Direction and delegation

Next steps

What will you do differently after this module?





What did you learn today?



"In any given moment we
have two options: to
step forward into growth
or to step back into
safety."

-Abraham Maslow

