PWOC LDP
Leadership Development Program

TOPIC: DELEGATION

The Bottom-Line Up Front:

- Some tasks I can and should only do myself.
- Delegating is not about making people feel like servants of my agenda.
- Delegating is not about trivial tasks that minimize contributions.
- A leader must recognize which tasks to keep and which to give away.

1. **Self-Evaluation** (5 minutes)**:** *Work on this section on your own. You'll have the opportunity to share your responses in a small group.*

   - **Read this paragraph and mark what is most important to you:**
     If you and I die, or move on from our present ministry, and we do not have other leaders trained and ready to take our place, then we have not been good leaders. Period. The truest test of a leader is not simply the success of the mission, or the number of followers, but the number of others whom she attracts, develops, empowers, and enables to be leaders. Great leaders develop more leaders; they multiply themselves continually and intentionally. And one of the primary ways they do that is through delegation.
     —*From Embers to a Flame* by Gary Reeder & Harry Swavely

   - **On a scale of 1-10 (1 meaning "very comfortable" and 10 meaning "very uncomfortable") how comfortable are you with delegating tasks?** *Think about tasks related to your Board position. Have you built a position team? Do you use your team? Circle your number:* **1 2 3 4 5 6 7 8 9 10**

     Common reasons for not delegating: *Check ✓ the reasons that are true for you. If you have a different reason, add it to the list.*

     - ☐ I don't want to give up anything. I like what I do.
     - ☐ I would feel like a failure if I delegated tasks.
     - ☐ I like being busy. It makes me look important.
     - ☐ I like to be in control.
     - ☐ I don't know if I can trust anyone to do things correctly.
     - ☐ I'm afraid people will overstep their bounds if I delegate.
     - ☐ I don't have the time to invest in training someone.
     - ☐ I know how I want it done.
     - ☐ I'm afraid someone might do a better job than me. That would make me look bad.
     - ☐
     - ☐

Adapted from minitools.com

2. **Discuss in Groups of 2-4 people** (10-15 minutes):
   - Give everyone in your small group the opportunity to share their responses from the Self-Evaluation section.

   - Help each other brainstorm what delegation could look like in each of the Board positions represented in your small group and consider the questions below:
     - What can I delegate in my position?

     - What should I NOT delegate in my position?

     - Who am I empowering? Who am I helping to develop in their leadership?

     - If the answer to the last question was "no one," ask yourself, "Who *could* I invest in?" If you don't know the answer, commit to pray for God to show you who He'd have you invest in.

     - Seal your discussion with a brief prayer, asking God for help in this leadership responsibility of delegation.