

Delegating Without Losing Control

Delegating is not checking out.

It is giving someone ownership while staying clear about the result and follow-through.

1 Choose the Right Work

RECURRING WORK

A task with a clear process

READY TO OWN

Work someone can handle now

ROOM TO GROW

A useful stretch assignment

NO APPROVAL NEEDED

Work they can own without your approval

2 Set It Up Well From the Start

1 OUTCOME

What does done well look like?

2 PURPOSE

Why does this matter?

3 TIMING

When is it due, and are there checkpoints?

4 FREEDOM

What can they decide on their own?

5 FOLLOW-UP

How and when will you reconnect?

Stay Out of the Weeds

If the result, standards, budget, and deadline are still on track, let the person find their own way.

ASK YOURSELF

Is there a real risk, or is this simply different from how I would do it?

Manage the result, not every move.

3 Coach Before Taking It Back

Q What have you tried so far?

Q What do you recommend?

Q Where are you getting stuck?

Q What do you need from me?

Your Next Step

What is one responsibility you can hand off this week?

Different does not mean wrong.

Clear expectations build trust, ownership, and accountability.