

Benefits of Delegation

Those who successfully manage team members – each of whom has specific responsibilities for a different aspect of the team's performance – prove they are ready for bigger and better challenges.

Delegation benefits both management and team members alike when you do it correctly and with empowerment.

Benefits for the delegator:

- Lessens personal workload, deadlines and pressure
- Leaves you more time to do the things you are best at – time to manage and lead, not just to do
- Frees your own time and energy for tasks that will provide larger benefits
- Makes people ready to handle work and decisions in your absence
- Provides opportunity to assess persons' ability to handle more responsibility and authority.
- You create an environment where projects are completed on time
- You develop people for future growth
- You build a strong team

Benefits for the delegates:

- Mental and intellectual growth by yourself and your team members
- Cultivates skills and capabilities, providing experience in completing tasks and making decisions
- Prepares team members on how to handle more authority and responsibility
- Team members use their strengths and work toward their potential – they feel more important and responsible
- Builds up enthusiasm and self-sufficiency
- Team leaders are freed up to better assist and lead.
- Gives greater job satisfaction

Benefits to the organisation:

- Improves decision-making and efficiency via increased participation and experience
- Increased skills, confidence and self-sufficiency build a stronger, more flexible and more co-operative organisation
- Displays the conviction people are important
- Provides an environment of collaboration, confidence and personal responsibility.

Teamwork pulls many years of experience and effort together, yet it is one of the least used tools of business. It is wise to utilise your personnel's experience and brainpower and show people you value them as people as well as for their knowledge. Team

members also feel more appreciated and valued when they are allowed to participate in a hands-on manner by using the skills they have learned.

When you train your team properly they will be there to take up the slack when you become ill, need to be away or when you are busy on other pressing matters and some work needs to be done urgently. There is no better or faster way of improving a business's worth than by delegating to willing and able people as much as they can handle. For as each person's capabilities grow, so will the business.

“In providing people the opportunity of proving their mettle, you are invoking one of the least understood tenets of effective leadership. It is good to uncover bright lights hidden under bushels – to set loose untried, latent, or repressed talent of anyone “waiting for a break”. Build business around people, not people around business.” G. Kingsley Ward