

## Delegation is an often misused and under-utilized development tool

These days, employees and leaders alike are more overwhelmed than ever before with mounting priorities and a work day that seems never-ending. And while we are much busier than we've ever been, the question is are we really as productive as we could be? What project, initiative, or strategy, if you had more time to do it, would make a significant impact to you, your team, the organization? What has to come off of your plate in order to do it?

Fierce Delegation is a model to help you and your team create capacity. When utilized effectively, Fierce Delegation frees up our time to focus on what is most important – enabling our own development and that of others.

WITHOUT FIERCE DELEGATION	WITH FIERCE DELEGATION
Constant firefighting	More time to concentrate on strategic priorities
Limited growth for yourself and your team	Clear development paths for all employees, building bench strength
Blurred lines of decision-making authority resulting in lack of action	A culture of accountability and growth is established and sustained

### What you'll learn:

- The many reasons we don't delegate
- The benefits of delegation
- A model that clarifies decision making rights while driving engagement and supporting career development

### Ways to learn:



**ILT/VILT** 2 hour instructor-led training (in-person or virtual)



**On-demand** 1 hour self-paced online learning



**Blended** 1 hour on-demand plus 1 hour ILT/VILT application session

## The learning journey:

- Identify the reasons we avoid delegation and the problems that follow
- Explore the Fierce context and benefits around delegation

## The learning model:

- The Decision Tree – Learn how to clarify decision making rights while building a clear development path
- Personal reflection – Discover what you should be delegating, to whom, at what level and how you can use this time to focus on what is most important
- Putting it into practice – understand how you can leverage this model to grow and develop yourself, your team, and your organization beyond this workshop

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**“Fierce Conversations changed the fabric of our organization. Our leaders now have a common toolkit of conversational strategies that bring results. It’s been life changing for people—personally and professionally.”**

— Nancy Bradley, Iowa Department of Education

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Fierce Conversations is an award-winning leadership development and training company that drives results for business and education by improving workplace communication. Fierce Conversations creates authentic, energizing, and rewarding connections with colleagues and customers through skillful conversations that lead to successful outcomes and measurable ROI.

Let’s connect! Contact [info@fierceinc.com](mailto:info@fierceinc.com) for more details.



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