

Dynamic Delegation

There is always a dilemma when trying to assign tasks and ensure they are completed correctly and in a timely manner. Wouldn't it be easier just to do the job myself?

Often we think it will be quicker, easier and more likely to be done properly first time if we do it ourselves. But then you seek to understand why you're always so busy and surrounded by less competent people.

And so the short-term gain of getting on with something ourselves can lead to the long-term pain of being over-worked and over-taken by people who used to work for us (and didn't enjoy it much either).

What to do?

'Dynamic delegation' is a system that helps us get the right mix of thought, guidance, communication and direction so that we can equip others to excel at things that would otherwise be left to us. It may not be easiest style to adopt but for anyone in a leadership role it's certainly worth it.

On the Crest of A Wave...

There are times in your life when even what seems like good news can lead to low moments, and the bad stuff can seem like it will never end.

Significant changes in our life start us off on an emotional roller coaster that appears both unpredictable and out of our control. But it is within your control!

Research on what happens when we experience significant changes, from the birth of a child to losing our job, suggests that there are common

patterns of emotional responses.

Once we understand what these responses are likely to be we can take pre-emptive action to deal with the low points and spend longer at the high ones. In effect, cresting the waves.

We can't always decide what effect change will have on us, but we can at least fix the odds. The 'On The Crest Of A Wave' workshop will help you manage your Change Curves far more effectively.

