

WHEN IT COMES TO DELEGATING, A LEADER'S ABILITY TO PRIORITIZE, EXECUTE, AND GET RESULTS THROUGH OTHERS IS NOT ONLY CRITICAL FOR ORGANIZATIONAL SUCCESS BUT THE LEADER'S HEALTH AND WELLBEING.



Why is it so hard for managers to delegate?

One of the most difficult transitions is for individual contributors to take on a leadership role. One of those challenges is to develop a mind shift from doing to leading. Even seasoned managers are reluctant to delegate work because they believe “no one can do it better than them.” Newly promoted supervisors have an instinctive reaction to protect their work.

In the short-term, doing most of the work requires long days and weekends. With the complexities of global turbulence, the Pandemic, and homeschooling, being in a state of overextension will take a toll on the manager and supervisor's health, relationships, and credibility at work and progression to greater levels of responsibility.

When a manager learns how to delegate more effectively, the manager and supervisor benefit and the team and organization. The benefits include increased productivity, enhanced employee skills, contribution, and morale, and the organization enjoys the reputation of creating an environment where employees want to give their best.

AN INVESTMENT IN YOUR LEADERS:



Increases Performance



Retains Talent



Drives Creativity & Innovation



Creates better Collaboration



Workshop Handbook



WHO SHOULD ATTEND?

Executives
Managers
Supervisors
Team Leads



CAGE CODE: 7ZEF6
DUNS: 070617896
PRIMARY NAICS CODE: 611430

My *virtual* **The Art of Delegation** workshop will teach leaders and supervisors to work smarter, make more purposeful choices when it comes to delegating effectively and to have more time to strategically focus on organizational goals and priorities.

Pre-work required. Complete a delegation assessment.

Implement my proven 7-steps to effective delegation method today. I have designed engaging materials, lively discussion topics, and activities that guide leaders in the following key outcomes:

- Define Effective Delegation and Develop a Leader's Mindset
- Discuss the Benefits and Barriers to Effective Delegation
- Learn and Apply the 7-Step Delegation Model
- Strategize How to Cope with Delegation Difficulties

After the workshop participants will not only increase their commitment to the organization's mission but have a framework to delegate more effectively, set priorities, and make commitments to have a more strategic organizational focus.

READY TO GET STARTED?

Here's how to implement a successful strategic planning process in three easy steps:

1. Decide – I'll help you decide who should be involved and why.
2. Prepare – I will customize your sessions to exceed your expectations.
3. Deliver – I will deliver the sessions in a fun and engaging way that will help reach resolutions more quickly and effectively.

Sandra Donati is a faculty member of American University's School of Public Affairs where she teaches graduate level courses in leadership development. Sandra is the President, InteGreat Peak Performance. Work. Life. Play. LLC, specializing in organizational leadership development, employee engagement, change management, consulting and coaching with over 700 coaching hours. Prior to her retirement in 2018, Sandra was the Provost, Leadership Academy at the Pentagon Force Protection Agency (PFPA) responsible for the design and launch of the leadership academy in 2014. Her work at PFPA focused on leading change in a complex environment and teaching all levels of PFPA leaders from her Aspiring Leader Program, Leadership in Police Organizations Program, and executive level development program where she taught and graduated over 200 students.

From anywhere: +1 703.200.7059
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