DELEGATION

1. Watch the video with your team.

2. Open a discussion about how delegation is working in your team.

3. After the first impressions or comments, focus on identifying what works in your way of delegating and what does not.

4. You can make two columns on the flipchart i) What does work, and ii) What does not work, and post answers / comments.

5. When no more comments emerge, summarize each column.

6. On "What does work', celebrate and thank the team for what they are doing on their part to make it so.

7. On "What does not work', take the opportunity to work with it.

   - What is making it not work and most importantly, what do you want to do differently, as a team, so that those aspects of the delegation do work?

   - For this, use the delegation keys that are given in the video.

8. Rescue them and bring them to the meeting as possible solutions to improve delegation in your team.

   - In addition to these keys, encourage the team, and yourself, to propose new solutions, inspired by the ones you already have on the table, that will help you strengthen the delegation and be more effective.

   - *Remember that delegation is a great tool to generate autonomy and development in your collaborators.*

9. Finish the session by compiling those proposals that you see as most feasible and that you agree to put into practice.

10. Establish a review date: it can be a month, or 3 months.

11. After that time, review together if they have been implemented and what benefits they have brought.

Thank everyone for their participation.