How (well) do you delegate?

Improve your delegating and feedback skills

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Why delegate?
Involve more people
Grow your community
Prevent burnout
Develop skills in others
Build a stronger team
Empower (more) innovation, creativity, cooperation, and openness
Why is it so difficult to delegate?
"I can do the work myself faster and better."
"I can't count on anyone else to handle this."
“This is too important to risk someone else screwing it up.”
“I don’t have the time to train someone else”
How can you overcome these barriers?
Stop believing you’re the only one who can do the work properly
Don’t be afraid to give up control
Be a leader and a coach
How do I delegate effectively?
Delegate the results, not the process
Set clear expectations of the objectives and the outcome
Give up the good stuff
Coach & mentor, don’t just instruct
Give credit, take blame
How do you give feedback on the work?
Focus on specifics, rather than simply praise or criticism
State observations, not interpretations
Don’t sugarcoat
Have empathy