



## Increased cost of productivity

A question every leader should take time to ponder is: why is it we don't have the time to clearly delegate tasks and projects at the beginning but we always have time to clean up the mess when they are not done properly?

Take a look at the “do overs” within your area of responsibility and spend some time tracing the root cause. Often mistakes are made for a couple of reasons:

1. The person delegating the task or project has not clearly defined the expectations and the required results.
2. The person to whom the task was delegated did not have all the information required to do the job and did not feel engaged in the process.

I have heard far too many managers say, “My employees will come to me if they have questions.” Please believe that, no matter how good your relationship, most employees are reluctant to voluntarily display their lack of knowledge, especially to their boss.

## Loss of employee development

There lies within the delegation of every task or project an opportunity to further develop the employee to whom you are delegating. When a leader spends time at the front end discussing how to achieve the required result there are opportunities to uncover any gaps in the employee's knowledge and to coach the employee on how to achieve the result more efficiently.

## Conclusion

Whether you are a C-Suite executive or a front line supervisor, the ability to delegate efficiently and effectively will not only make your job a great deal easier, it will ultimately add dollars to the company's bottom line. Employee engagement will increase.

Instead of disintegrating, your company will flourish and excel—and so will your employees.

**For information on how to delegate**, refer to our earlier blog on the topic: *Socratic Delegation? Whaattt????*  
<http://silverspeaks.com/blogs/2015/12/socratic-delegation-whaaaatttt/>

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**For information on having Silver work with your company on re-energizing your employees  
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