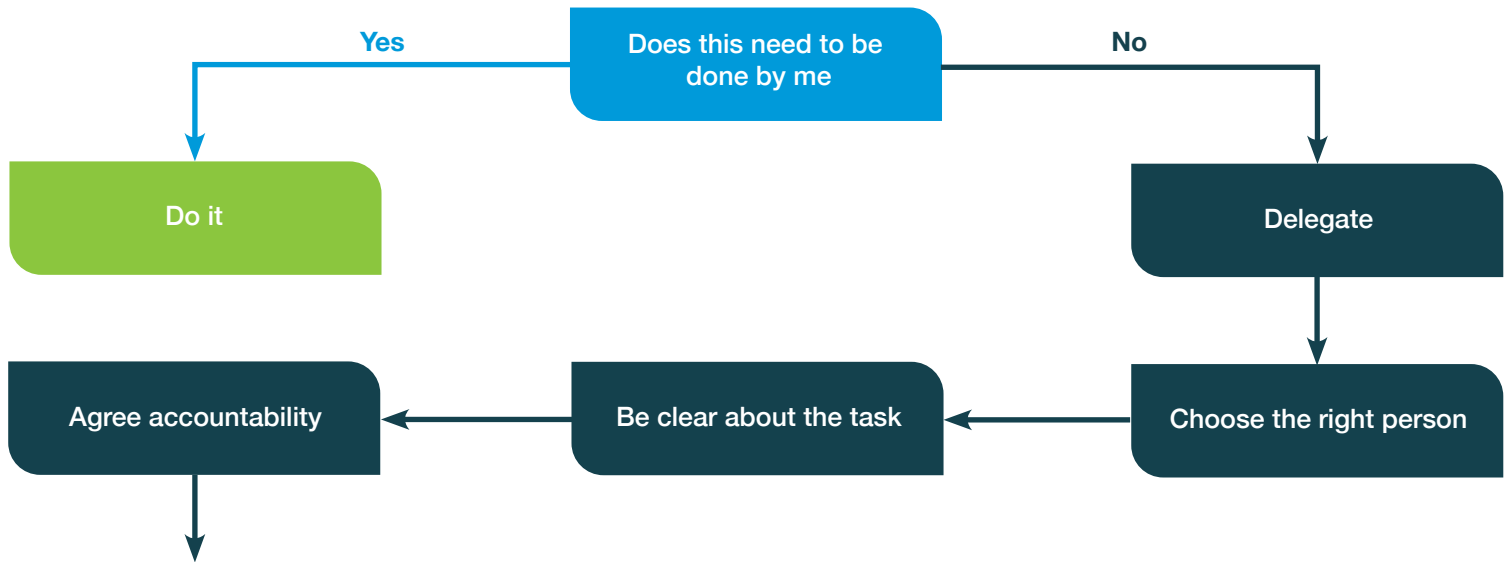


Deliberate Delegation

Letting go with confidence



The four stages of letting go

1. I tell you WHAT I tell you HOW I decide and I review	2. I tell you WHAT We discuss HOW I decide and WE review	3. You tell me WHAT We discuss HOW WE decide and WE review	4. You tell me WHAT You tell me HOW YOU decide and YOU review
---	--	--	---

Use delegation to increase the skills and confidence of your people



Tips

- Use reviews to get feedback, recognise success and build both skills and confidence
- Progress reviews and feedback will determine if you need to move up or down the above scale
- Avoid micromanaging and step back when you see people making progress to allow them to grow
- Allow people to make mistakes when it is appropriate and safe to do so

Produced for you by:

AHDB
Stoneleigh Park
Kenilworth
Warwickshire
CV8 2TL

T 024 7669 2051
E comms@ahdb.org.uk
W ahdb.org.uk



If you no longer wish to receive this information, please email us on comms@ahdb.org.uk

AHDB is a statutory levy board funded by farmers and others in the supply chain. Our purpose is to be a critical enabler, to positively influence outcomes, allowing farmers and others in the supply chain to be competitive, successful and share good practice. We equip levy payers with easy-to-use products, tools and services to help them make informed decisions and improve business performance. Established in 2008 and classified as a Non-Departmental Public Body, AHDB supports the following industries: meat and livestock (Beef, Lamb and Pork) in England; Dairy in Great Britain; and Cereals and Oilseeds in the UK. For further information visit ahdb.org.uk

While the Agriculture and Horticulture Development Board seeks to ensure that the information contained within this document is accurate at the time of printing, no warranty is given in respect thereof and, to the maximum extent permitted by law, the Agriculture and Horticulture Development Board accepts no liability for loss, damage or injury howsoever caused (including that caused by negligence) or suffered directly or indirectly in relation to information and opinions contained in or omitted from this document.