

## Delegate to Develop: Lead Like a Great Conductor

### Workshop Overview

Delegation is a critical skill, yet it remains one of the most underutilized and undeveloped management capabilities. According to industry research, most companies are concerned about how their employees handle delegation, yet less than 30% of companies actually offer training on this topic.

Learning from the styles of great conductors, this 4-hour workshop brings harmony to the art of delegation, providing practical applications, and critical insights on how great leaders "do without doing."

We will focus on three main premises to shape your plan for delegation:

- Consider Your People
  - What are their aspirations?
  - What opportunities are there to develop them?
- Determine what you CAN and SHOULD delegate
  - How much of what you are currently doing can be delegated?
  - How does delegation open doors for you while also developing others?
- Match People to the Work and Coach to Competence
  - Offer new opportunities and then lead with a style suited for each individual and task

### Surround Strategy

To ensure the workshop has lasting impact on job performance, we have designed our signature surround strategy as follows:

#### Pre-work

- In order to make the most of our workshop time, each participant will need to watch [Lead Like a Great Conductor](#) (TED Talk, 20-minutes)
- Read 2 articles from Harvard Business Review:
  - [To Be a Great Leader You have to Learn to How to Delegate Well](#)
  - [For Delegation to Work, it has to Come with Coaching](#)

#### In Class

- The workshop is very interactive, with practice activities for each section and skill. Personal Aha Moment and Commitment cards will be used throughout the workshop, and a final Commitment to Action Plan will be created at the end of class.

#### Post Workshop

- **Participants:** Each participant will have made action commitments to identify at least one behavior he or she will attempt to improve. Each participant will be encouraged to meet with his or her direct manager and share the Commitment to Action Plan.

### Meet our Team and Schedule a Workshop

Click [here](#) to read bios of our team members!

Click [here](#) to contact us for more information or to schedule a customized workshop.