



# Eat the Elephant

## 'Helping people achieve the objective'

### Essential Management Development skills

## Delegation for results

### Who is it for ?

Team members who are responsible for delivering business results through others.

### What is it about and what will it do ?

Develops knowledge and understanding of how to effectively delegate to gain results.

### Typical Objectives

To enable team members to understand and practically use opportunities to delegate so as to achieve individual and team performance goals.

### Indicative Outline Content

- **Communication theories, including the communication cycle and overcoming barrier**
- **Differences and similarities between leadership and management, and the need for each of them**
- **Understanding learning styles**
- **Identification, development and appropriate choice of personal leadership styles and behaviours**
- **Using SMART concepts**
- **Concepts of delegation and empowerment**
- **Process of delegation including barriers and support mechanisms**
- **Techniques to monitor outcomes of delegation**
- **Why people fear and resist delegation**

**Eat the Elephant Limited**  
Development House  
44 Balmoral Close  
Lichfield  
Staffordshire  
WS14 9SP  
01543 252100  
[www.eattheelephant.com](http://www.eattheelephant.com)



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