



Improve your profits today...
With a blueprint for success!

Call today for your Free initial consultation! 775.826.8282



[Home](#) [Small Business Resources](#) [Reno Business Consulting](#) [Contact](#)

[BUSINESS ARTICLES](#) [BUSINESS LEADERSHIP](#) [BUSINESS MOTIVATIONS](#) [BUSINESS PRODUCTIVITY](#) [SMALL BUSINESS RESOURCES](#)

Browse > [Home](#) / Give Your Team the Freedom to Perform

Give Your Team the Freedom to Perform

Understanding the nature of authentic, effective authority and power is inherent in empowering a team and practicing effective delegation. True power involves leading through character, example, and intellectual challenge. Personal power is strengthened and multiplies through surrendering it and investing it in others.

The most successful, powerful leaders in any organization are those who learn to delegate effectively, who surround themselves with competent people and then allow those people freedom to do the job. These leaders respect their people and their potential and liberate them to do what they do best, in their own way. This approach is difficult for those who have been conditioned to believe that effective action is accomplished by a group of people acting in a clone-like manner – behaving just as the leader would – rather than as individuals. Leaders who excessively control people destroy opportunities, along with one of the most important assets of team members: self-confidence.

Use the following ideas to develop appropriate attitudes for delegation effectiveness:

- Flexibility – Delegation must be accompanied by flexibility. Allow people to test new ideas, and you will enjoy the rewards of unexpected, innovative results. People will respond to situations and clients in ways more effective than you could have dreamed. Avoid the trap of overly standardized methods. When you adopt a flexible, adaptive attitude, delegation motivates and encourages others to take responsibility for thinking creatively about how and why they follow certain procedures. A flexible work environment enables workers to eliminate unnecessary steps and spend time only on activities that add value for the customer.
- Self-confidence – Self-confidence is the foundation for delegation without fear. Self-confidence gives you the freedom to share necessary information and resources to empower others through delegation. Self-confidence frees you to expect your team members to perform as well or better than you. One common reason leaders withhold authority and responsibility from other team members is the fear of being replaced or unneeded. This attitude sacrifices progress of the whole group. A manager who has a deep need for personal power and the dependence of others often expects or demands unquestioning obedience – an expectation fatal to effective teamwork and maximum productivity. To free your time for the highest productivity, look for appropriate opportunities to delegate. You reinforce the ability and worth of your team members and build a reputation as an energetic person who focuses effort and time on maximum payoff activities. Find contributions you can make that no one else has the ability to perform. Delegate the rest. In this way, you maximize your strengths and also meet the needs of those to whom you report. A person consumed with the passion for finding new, creative, measurable ways to contribute to the organization will always be a vital, valuable team member.
- Focus on results – Develop consistent thought habits of believing that others are competent, intelligent, and capable of achievement. Believe that “different” is not necessarily undesirable. Judge results rather than methods when you delegate. Set appropriate standards of excellence for yourself and your team members. The 80/20 principle operates in connection with delegation. When you remember that 80 percent of the results you obtain come from 20 percent of your activities, it is easier to accept less than perfection in some relatively unimportant areas.
- Team commitment – True heroes are team members who earn respect, involvement, and results through behind-the-scenes, consistent dedication to group goals. Taking credit for the work of others, not listening to their ideas, and working solo – these are all symptoms of a mistaken belief that effective leaders must always be unquestionably in control to command and inspire results from others. Release control of the activities you delegate to others. Constantly eliminate activities that minimize, undermine, or second-guess the work of other team members. To teach others how to make good decisions, involve team members in the process of making decisions. Permit others to make as many decisions for themselves as possible. Commit yourself to team empowerment and allow others to succeed and excel.

Sign up for our "Small Business Success" e-Newsletter and reap the benefits!

Privacy by SafeSubscribeSM

ABOUT MAKE THE SALE TRAINING SERIES

ATTN BUSINESS OWNERS...

MAKE THE SALE IN 2010!

Powerful Selling Strategies for Business Owners

Hit the ground running in 2010 with these proven, powerful sales strategies and techniques and make your own Economic Stimulus.

In this 10-workshop series, you'll immediately learn and apply innovative strategies to boost your sales right now!

Sign Up Now! Kick-off Session starts June 11, 2010.

These time-tested Powerful Selling Strategies work in all economies; they work today, and they'll bring future sales in the door, too.

Whether you hate sales or love it, "sales" is a critical part of your business and you need to master it now. You'll be amazed at what you can accomplish! And you'll be amazed at your new abilities to Make the Sale!

Presented by Strategic Essentials owner Valerie Cardenas in collaboration with national sales expert Alice Heiman. Reserve your place early. Workshop is for business owners and limited to 15 participants.

Call (775) 826-8282

Or Visit [Make-the-Sale-Reno.com](#)

LEARN HOW OUR PROGRAMS CAN BENEFIT THE BOTTOM LINE OF ALL SMALL BUSINESSES

LMI JOURNAL, VOLUME IV, NUMBER 5

Leadership Management® Institute

Reprinted with permission

====
Strategic Essentials is a Managing Partner for Leadership Management® International, Inc.

For more information about Strategic Essentials small business training and education programs or our coaching and consultation services please call our Reno office at 775.826.8282 today!

Strategic Essentials serves business owners, business leaders, entrepreneurs, managers, supervisors and decision makers in Reno, Sparks, and Carson City, Tahoe, Truckee Meadows and surrounding communities.

UPCOMING BUSINESS TRAINING OPPORTUNITIES

Effective Personal Productivity

Designed for small business owners, supervisors, management and key decision makers.

Includes our [Money Back Guarantee offer](#).

Call for more information: 775.826.8282

This powerful course meets for 8 consecutive weeks.

New classes forming now. Call today for your reservation. 775.826.8282

Location: TBA

[Read More About this Class >](#)

[See All Upcoming Classes >](#)

Space is Limited!

For more information or to sign-up...

Call 775.826.8282 Today!

FREE INTRODUCTORY BUSINESS CONSULTATION

For new clients we offer a 1-hour, no-cost, introductory business consultation that is designed to help you understand exactly where your business stands today in this economic climate.

Not only do you get valuable insights and actions steps that you can take right away to get your business on track, you also get the free book...

"Pink Slip Proof - How to control all future paychecks"



... providing valuable insights that will help you avoid the income pitfalls common to most small businesses!

Sign-up for your complimentary consultation today!

[Learn More >](#)

STRATEGIC ESSENTIALS HELPS RENO-SPARKS SMALL BUSINESSES GET ON TRACK FOR SUCCESS!