

Delegation

Why do we need to delegate?

- To build leadership in the organization;
- To allow us to accomplish bigger and better things;
- To help us to avoid burnout;
- And to help people feel like they are participating.

Why won't we delegate?

- Lack of trust - "I can do it better," or, "I don't know that you'll get it done;"
- It takes too long to explain the job;
- No one to delegate to;
- It's tough to explain what the job is.

How can we get past this?

- Write down all the things that need to get done to make your activity a success;
- Pick out those things which can/should be done by others. Be willing to give up things you enjoy. Don't just delegate the boring stuff;
- Talk with the people you want to work with. Help them feel involved in and excited about your project;
- Match delegated responsibilities to people's strengths and interests;
- Work with them to help them feel confident and comfortable;
- Let them be in charge. Give them the support and supervision they need, but make sure they understand that it is their project;
- Follow-up! Give the person a call or drop them an email to check that they are making progress;
- When the project is done, evaluate with them and make sure to thank them.

Also...

We often worry that delegated tasks won't get accomplished. There are a lot of ways to deal with this. You can start with the small stuff and then give people increasingly larger jobs. You can also establish check-in points to discuss how the project is going. Make sure they are comfortable with the task and that they know you support them.

Remember, the world isn't going to be saved during your time in school. If we are going to solve the environmental crisis, we need to build a sustained, effective movement. You can't do that alone!