



What this is about

"It's just easier if I do it myself!"

There are many reasons delegating work is a challenge for both emerging and current leaders. These include time pressures, control issues, and attachment to the work. Yet, it is a foundational skill and practice and is the path to elevating your role, responsibilities, and effectiveness as a leader.

And when you do delegate work, the question leaders often ask is, "How can I make people be more accountable for getting the work done?"

This practical workshop explores how we can delegate more, and how we can set the stage for others to take accountability to deliver on their commitments. It offers tools and techniques to do both effectively.

Where we journey

- The transformational mindset shift from doing to enabling.
- How delegating benefits you, your team, and the organization.
- When to delegate and when not to delegate.
- The role trust plays in delegating work and how to build it.
- Myths about accountability and how clarity is a prerequisite.
- Powerful questions drive clarity and commitment.

Delegation & Accountability

What we learn together

By the end of this session learners will be able to:

- Identify barriers to delegation and how to reframe them.
- Understand how delegation can be leveraged to develop team members.
- Identify where people are at and what approach to delegation they need.
- Use techniques to build trust and unlock accountability.

Who is this for?

- Current and emerging team leaders who want to build delegation skills and ensure team members accept accountability, freeing up capacity to operate at a higher leadership level.

How we learn

- Delivered in-person or online.
- Duration: Scalable from 2 to 4 hours.
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration, and practice to integrate and embed the learning.

What's Next

Take action. To learn more or book this session reach out to us at hello@fluencyleadership.com.