

## Delegating - The Handshake of Trust Joelle DeGenaro Peelgren

David Kadilie writes a *Biblical Perspective of Delegation*. In this article, he outlines several scriptural references noting examples of delegation. He states, “Leaders who keep their authority and responsibility to themselves are failing in their leadership role... A definition of delegation is ‘To entrust or commit authority to another as an agent or deputy’.” The stories are many, but a few examples are:

1. God delegates authority to Adam and Eve.
2. Jethro, Moses’ father-in-law, had to discuss delegation with Moses, since he was a typical leader and delegated nothing.
3. The King of Egypt delegates a key responsibility to Joseph.
4. Jesus gave His disciples descriptions of the tasks they were to accomplish—preaching the good news, curing diseases, healing the sick, and casting out demons.

In some of these examples, there was hesitation, resistance, and uncertainty both to delegate and to receive delegated authority... and yet, those that accepted the responsibility given to them changed the course of history forever.

Therefore...

### Why is Delegation Important?

Leaders delegate tasks because it makes their lives easier... wait...is that all? Here are the top five benefits of delegating tasks effectively, as noted from an article, *How Delegation Helps You Become a Successful Leader in 2024* by Best Diplomats.

- It prevents burnout: leaders can share responsibility with other team members.
- It helps empower team members and makes them take initiative.
- It helps enhance the spirit of team building.
- It helps inspire and create emerging leaders within an organization.
- It enhances creativity because different people put their perspective.

In the article, *The Art of Delegation, Part Two: Three Simple Rules*, by Gabriel Tupula, an excerpt reads, “The truth is that it is not usually sustainable for you or your growing business to do everything yourself. If you can only manage to make one change, ensure you follow the first rule, as it is the golden rule of delegation: Learn when to delegate. **Rule 1: Just because you can do something doesn’t mean you should.**”

During our workshop, we will go over the barriers to delegation and the six principles in delegation and how to put them into practice. In addition, you will walk away with one of the most helpful tools I have found—defining the 10 levels of delegation. These definitions help you inform your teams what to expect and their level of involvement. Once you inform your employee and volunteers how decisions are to be made, the conversation changes from uncertainty to clarity and frustration to understanding.