



# Delegation: The Best Way to Build a Business Bigger Than You

By: Dave Ramsey

## Short Description of the Presentation:

It's simple: If you don't delegate you will soon limit the growth of your company. Perhaps Ronald Reagan said it best "Surround yourself with the best people you can, delegate authority, and then don't interfere." As a small business owner, you will likely need some help working that out which is what this presentation is all about.

### The Ten (10) Basics of Delegation

- Delegation is the most misunderstood and abused area of leadership
- Only delegate to mature team members
- Building a team takes time
- Delegating requires the team member have integrity and competency
- Before the hire is made the culture must be created
- The delegating leader sets the tone
- Integrating the new hire into the culture
- Over managing at first is a critical part of training
- As the person proves themselves, lengthen the rope
- Complete delegation is when the EntreLeader is only approving large decisions

### Integrity

- It's more than simply not lying
- Knowing your limitations
- Diligence is excellence over time

### Competency

- Doing the job within the culture
- It's how the task was accomplished
- EntreLeaders measure and observe competency and integrity

### Levels of Delegation

- Gopher vs. Management

### Testing Competency

### Micromanagers

- Never delegate
- Are often control freaks
- Tend to interfere with others within the organization