

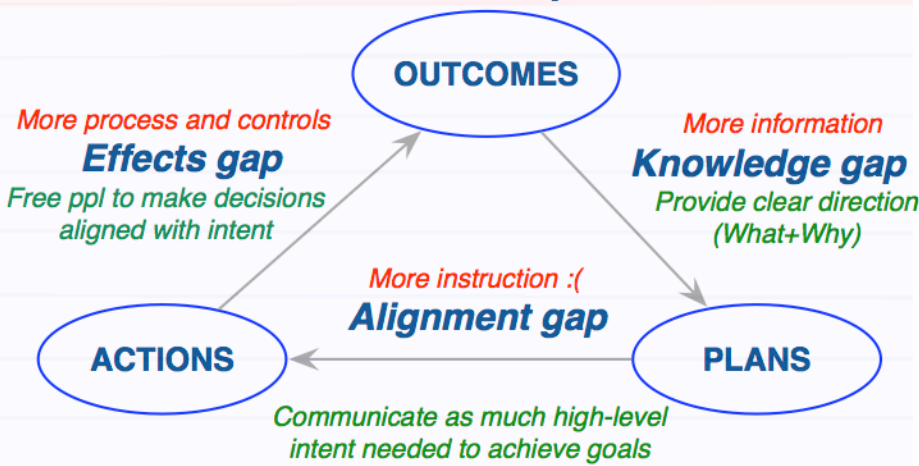
My Management Experiment

<http://mymanagementexperiment.com>

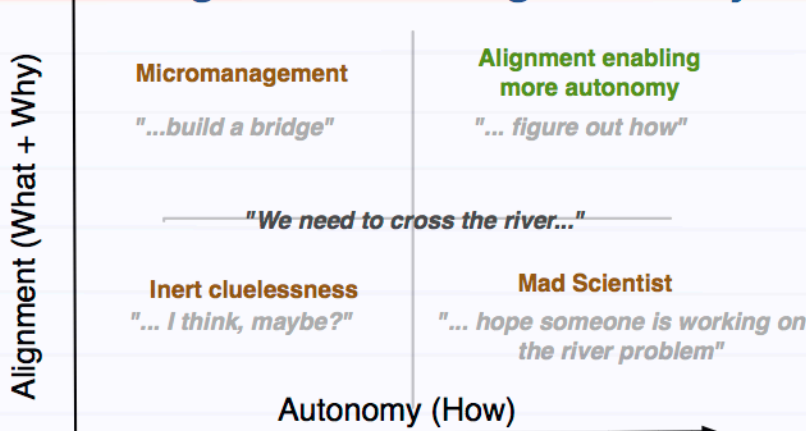
Dynamic Coaching



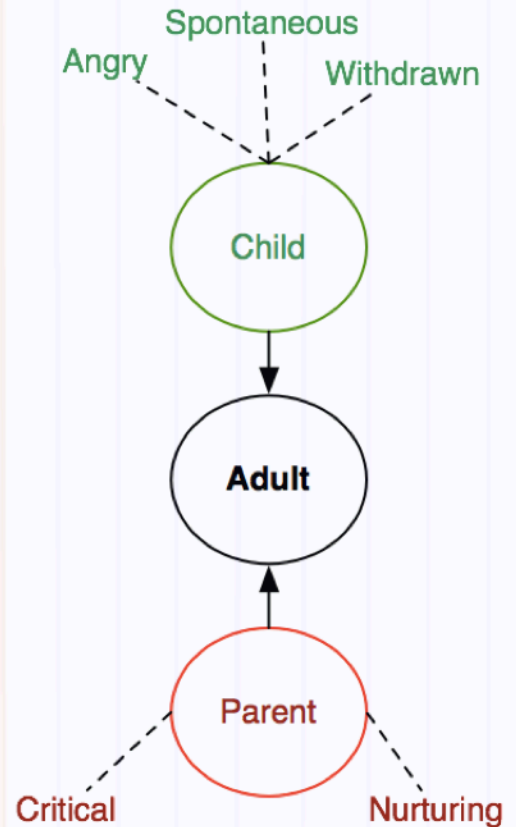
The 3 Gaps



Alignment enabling Autonomy



Transactional Analysis



7 Levels of Delegation

- Tell**
You make a decision for others and you may explain your motivation. A discussion about it is neither desired nor assumed.
- Sell**
You make a decision for others but try to convince them that you made the right choice, and you help them feel involved.
- Consult**
You ask for input first, which you take it into consideration before making a decision that respects people's opinions.
- Agree**
You enter into a discussion with everyone involved, and as a group you reach consensus about the decision.
- Advise**
You will offer others your opinion and hope they listen to your wise words, but it will be their decision, not yours.
- Inquire**
You first leave it to the others to decide, and afterwards, you ask them to convince you of the wisdom of their decision.
- Delegate**
You leave the decision to them and you don't even want to know about details that would just clutter your brain.