



Manager's Retreat

Friday, January 19, 2024



Agenda

Lunch!

Welcome

Get to Know Me

Delegation Strategies

Break

GWC Team Trivia

Closing Q&A, Wrap Up





Welcome

- Meredith Randall, President



Groups

Get to Know Me

- Answer questions independently
- Share your responses with your table
- Choose one question to share with the whole room

Get to Know Me

1. What's one item from your personal or professional bucket list?
2. What's the meaning or story behind your first, middle, last/surname, or a nickname?
3. Tell us about your personal artifact.
4. Write a haiku about your management philosophy or leadership journey.





Let's talk
about
delegating

What is delegation?

Managing a group of people towards one purpose, appointing others to act on your behalf, and trusting, empowering, and supporting your team.

Entrusting (a task or responsibility) to another person, typically one who is less senior than oneself.

It's not a manager's job just "to do" but to know "who should do" and "when they should do it"

It's not avoiding work a manager doesn't like to do

It's not here's your task, you do it

Why delegate?

You can't do everything yourself.

Leads to better decisions.

Personal development.

Successful delegation increases output and quality.

Why not delegate? Worries? Challenges?

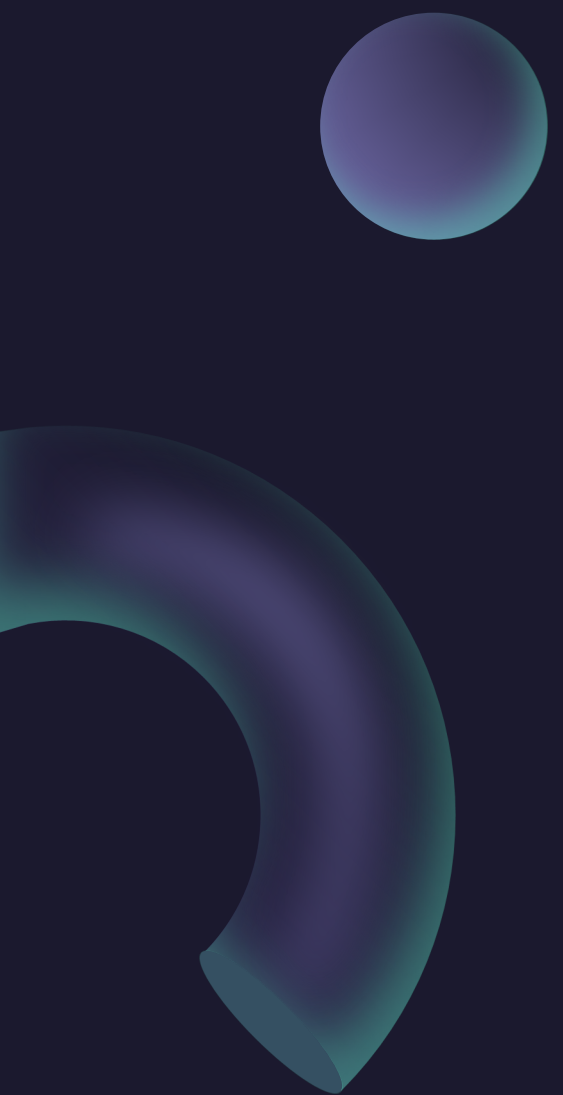
Managers feel so dedicated to completing their own work that they refused to let other people help.

Managers worry that no one else has the skills to do the work correctly.

Managers decide it's easier to do the work themselves.

Lack of planning.

Fear of failure.



When is a time you successfully delegated?

What made it work?

Tips for Delegation



Change your
mindset

Qualities of a
good
delegator

Start Small

Delegate to
the Right
People

Tips, cont.



Develop a
Plan

Be present

Consider
Range of
Authority

Assess
personnel

What are 2 or
3 tasks on your
mind as options
to delegate?



Delegating in a Union Environment

1

Know the Law,
Know Your
Contracts, and
Know Your History

2

Be Thoughtful

3

Know your job
description and
your teams' job
descriptions

4

Become "Partners"

Offloading your
to-do list is more
than just
lightening your
own load



Break – 15 minutes



Teams!

Team 1 – Leo

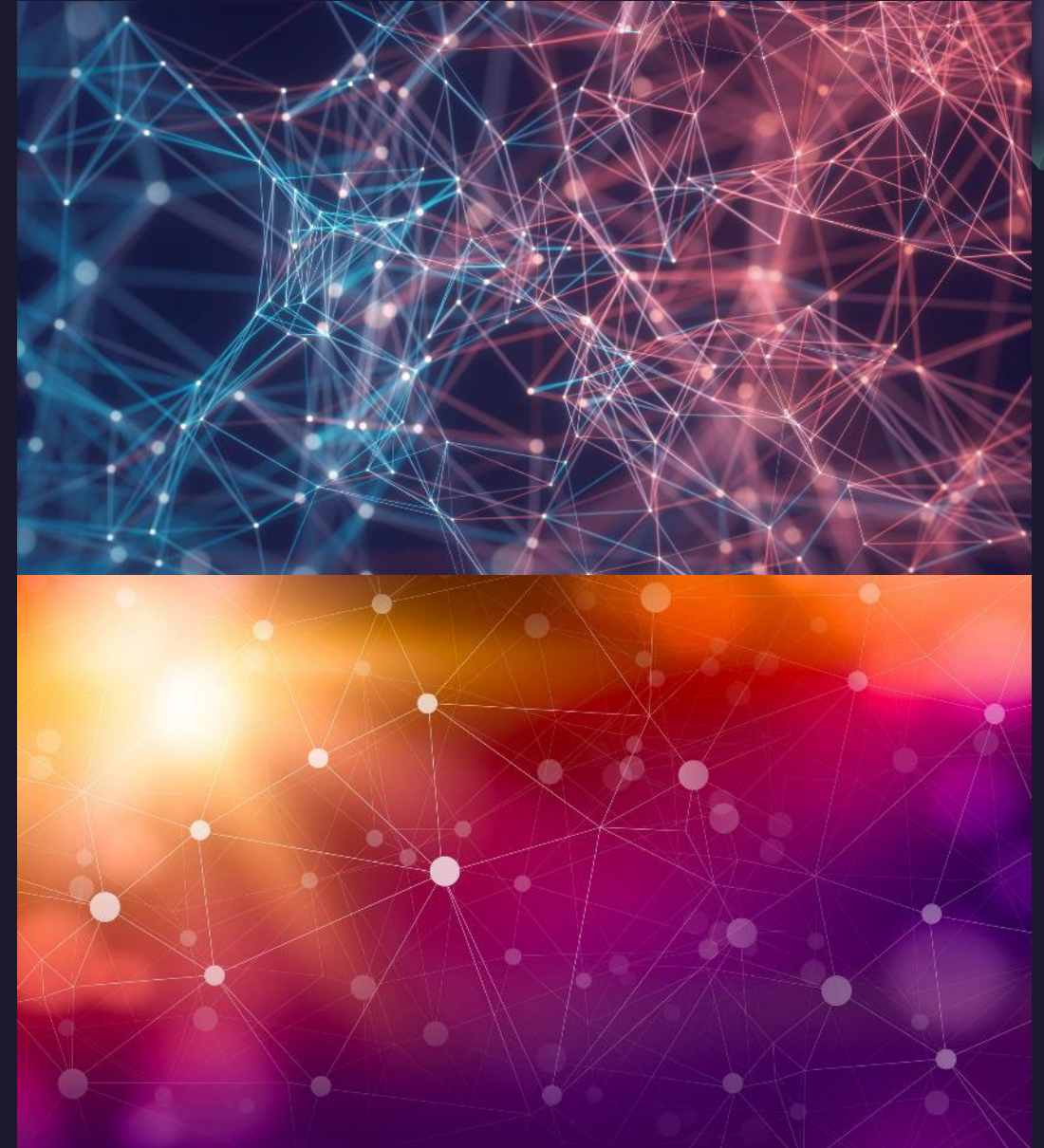
Team 2 – Libra and Pisces

Team 3 – Sagittarius and Scorpio

Team 4 – Cancer

Team 5 – Virgo and Aries

Team 6 – Aquarius, Capricorn, Gemini, Taurus





Summary