

Delegating in a New Economy

“Inspiring Executive Excellence Beyond the Pace of Change”



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Syntesis Global™ LLC

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Webinar Outcomes



1. Delegation Definition
2. Why Delegate
3. Effective Delegating Practices
4. Knowing Your Audience
5. Successful Delegation

Assumptions

People are creative and eager to learn new & empowering things

People want to make a difference and feel a sense of accomplishment

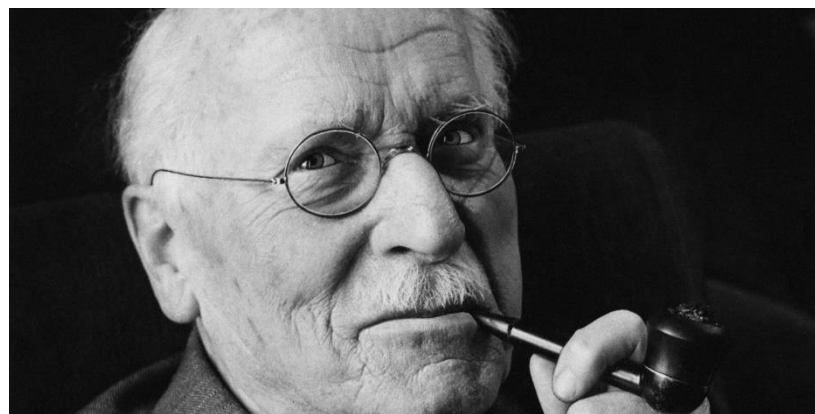
Connections and a “*Sense of Purpose*” make People “*Feel Good*” about themselves



Thought for the day...

“The meeting of two personalities is like the contact of two chemical substances: if there is any reaction, both are transformed.”

— [C.G. Jung](#)



“Think Around the Corner”





Delegating in a New Economy
Conscious Leadership

A New Normal – A New Economy

- The Paradigm of Global Business & Competition has Changed
- Innovation & Leadership Communication is Vital to Success
- Power of Strategic Vision is Key
- Global Logistics & Supply/Chain (Off-Shoring)
- Credit Distress & Uncertainty
- Quantum Technological Advances (A.I./Robotics/Crypto)
- Unleashing the Power of People
- Foreign Exchange / Cash Optimization
- Strategic Alliances
- Threat of Tariff Wars
- The Pace of Change



Principles of “*Conscious Leadership*”

PRECISION

Thought Leadership

Self-Awareness

Change Optimization

Cultural Best Practices

Int'l Growth Objectives

Leadership Vision

Trust – Positive Intent

Your Business Story

“Being on Purpose”™

AGILITY

People Leadership

Build & Sustain Teams

Quality & Service
Imperative

Nuance
“Buy-In”

Interpersonal
Relationships

Diversity

Technology/Innovation

Positive Adaptability

Your Brand: Networking

RESILIENCE

Results Leadership

Business Drivers

Financial Controls &
Reporting

Accountability
(Metrics)

Closing the Gaps
(Ambiguity)

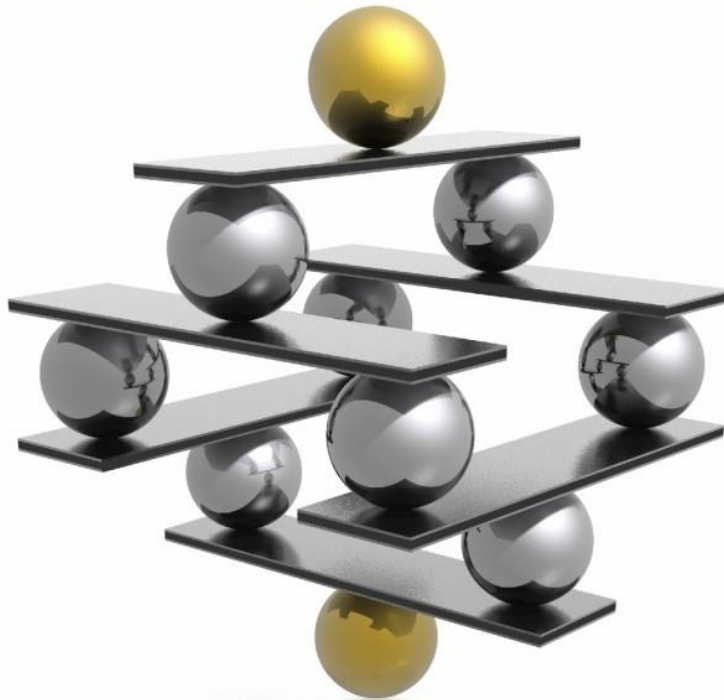
Follow-up

Process Integrity

Re-Calibration



Delegating



Definition

What is Delegation?

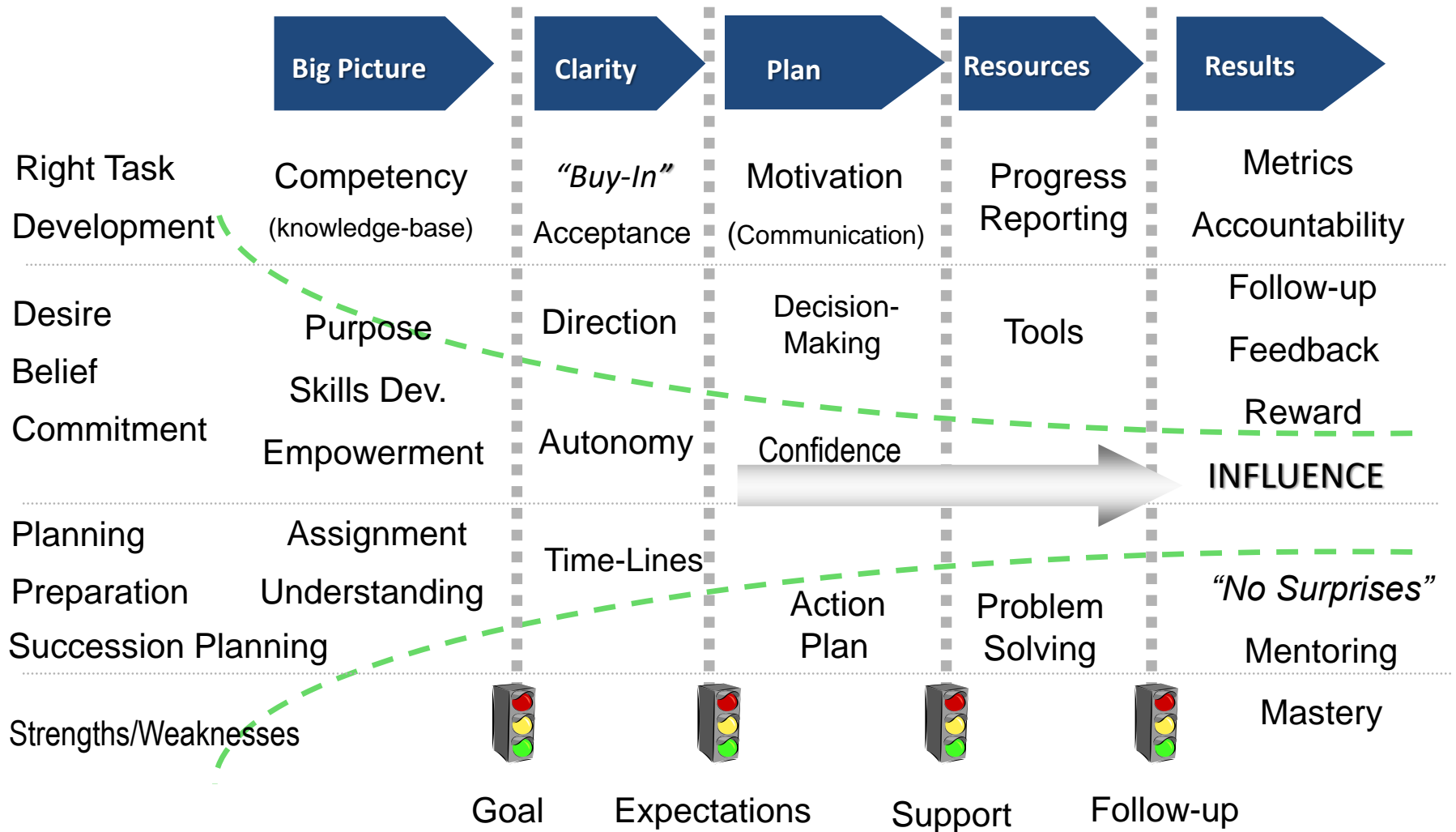
Delegation is the assignment of responsibility to another person for the purpose of carrying out specific job-related activities. Delegation is a shift of decision-making authority from one organizational level to another.

Obstacles to Effective Delegating

10 Behaviors that interfere with effective decision making:

1. Lack of confidence
2. Inability to understand business goals/others' needs
3. **Communication**: Closing the "*Misunderstandings Gap*"
4. Failing to create "*Buy-In*"
5. Inability to identify candidate
6. Exposure/Vulnerability
7. Indecision
8. Appreciation of diversity in thinking
9. **Metrics**
10. **Accountability**

Delegating: Best Practices



C.A.P.T.U.R.E.™ the Excellence

Communication Model



“Big Picture”
Outcome

Who, What,
When, Where,
Why & How?

“Why?”
Intrinsic Motivation

Metrics

Accountability

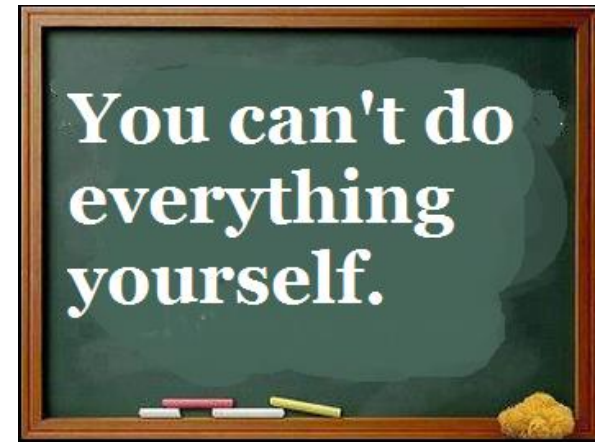
Build Trust

Mastery

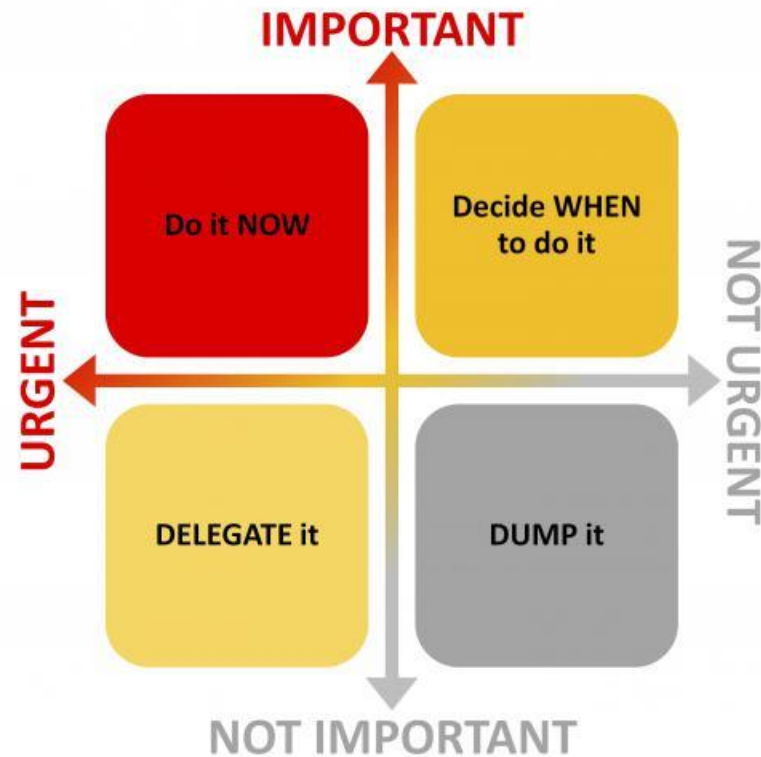


Delegating Tips

1. Take time to think through the job
2. Delegate entire roles
3. What to Delegate? Delegate tracking and administrative tasks
4. Challenge, stretch and
5. Verify the person's competence
6. Verify the person's commitment
7. Check people's availability
8. Hand over the entire task
9. Use Pareto's
10. Engage a project administrator
11. Provide support and direction
12. Final thought



When to Delegate



Communication Sources

“Audience”

Body

Voice

Words

- Gestures: How you look when saying it
- Eye contact, expressions, proximity
- 55% of the message (nonverbal cues)
- Tone: The way you say it
- Volume, pitch, speed
- 38% of the message
- Word choice
- What you say; phrasing, filler words
- 7% of the message



Conscious Leadership™ Roadmap

“Winning Together”™



The Difference We Make



Conclusion

- ⦿ Know your audience
- ⦿ Communicate to Understand
- ⦿ Build credibility & trust
- ⦿ Remember:
 - Alignment: Vision, Mission, Values & Goals
 - Commitment to Excellence
 - Clarity of Intent
 - *“Big Picture”*

A Different Level of Thinking

*“It’s not about doing different things...
It’s about doing things differently.”*

- Rick J. Hernandez



2018 Leadership Webinar Series

- March 22 The Link Between Emotional Intelligence and Success
- April 26th – C.A.P.T.U.R.E. Communication Effectiveness
- May 24th – Workplace Diversity—Valuing the Individual
- June 28 - Creating a Culture Based In High-Trust
- July 26th – Networking & Relationship Building
- August 23rd – Delegating in a New Economy
- **September 27th – Conducting Difficult Conversations**
- October 25th – Your Personal Brand
- November 29th – Tier Networking: Call-Send-Call



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*“Conscious
Leadership”*™

Power of Vision:

Precision
(Influence)

Performance:

Agility
(Positive Adaptability)

Sustainability:

Resilience
(Milestones & Metrics)

Alignment



Thank You!

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