Delegating: Pull Decisions Down

Are you feeling that you are ready to take on more responsibility for driving the business? You can pro-actively influence the process. Encourage your manager to delegate operational and people decisions that you are ready to take on. Put a plan together that identifies:

- factors you will make decisions on and what operational responsibilities you can manage;
- why you believe that accepting these additional responsibilities will help to drive the business;
- how your acceptance of this accountability frees up your manager or other managers to do other higher level work;
- how you will monitor, measure, and report successes to your manager;
- when you will begin, what measures you will use, what your timeline will be, and when you and your manager should meet next about your proposal.

Once you have developed your plan, schedule a meeting with your manager to discuss your ideas.