Turning problems into opportunities.
Some say it's an art, some say it's an attitude.
I believe it can be learnt.

Delegating The most common missteps

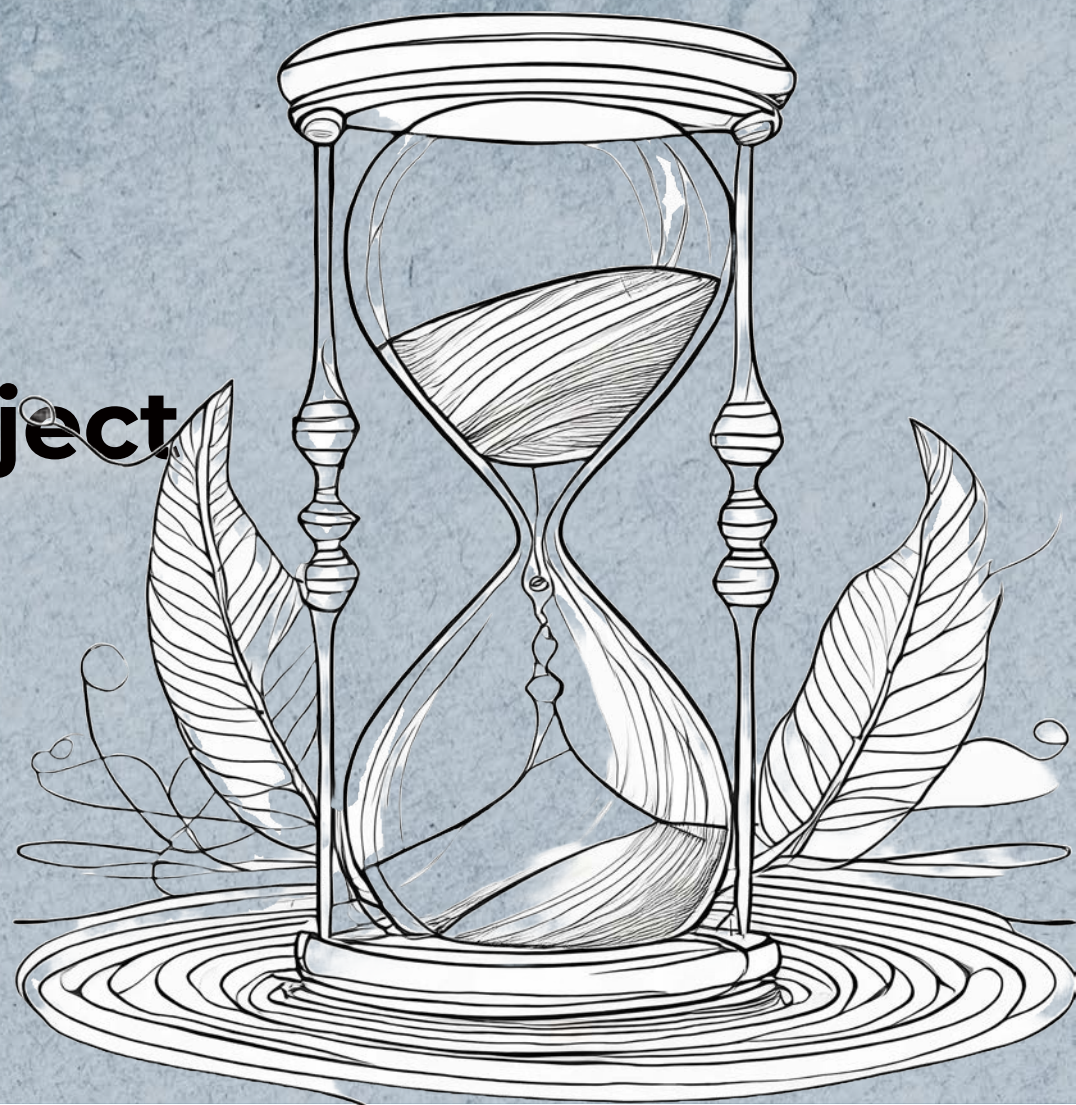


Anna Zuanetti

Delegating

Too little or too late

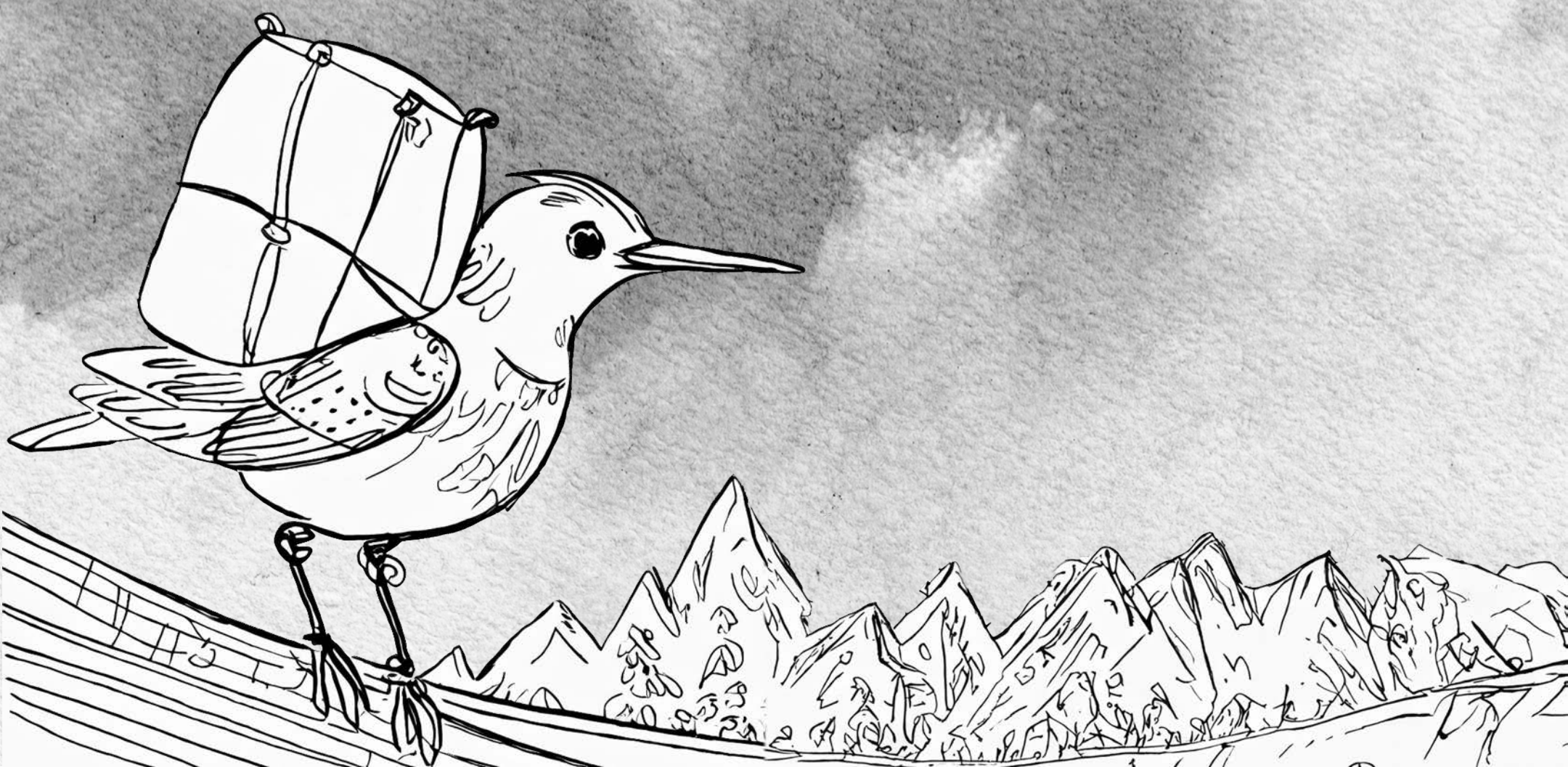
If you keep everything to yourself or only delegate when you're overwhelmed with work, you risk **overloading** yourself, getting **stressed** and **not being able to complete the project** on time and as expected.



Anna Zuanetti

Delegating
Too much or too soon

If you delegate everything or if you delegate without first defining the objectives and expectations, you risk **losing control**, creating **confusion** and **compromising the quality** of the work and results.





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Delegating

To the wrong person

If you delegate to someone who does not have the necessary skills, experience, interests or availability, you risk **demotivating** them, **frustrating** them and getting **poor or incomplete work.**



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Micromanagement

A management style that involves excessive control and supervision can have **negative effects** on **productivity, motivation** and **creativity**



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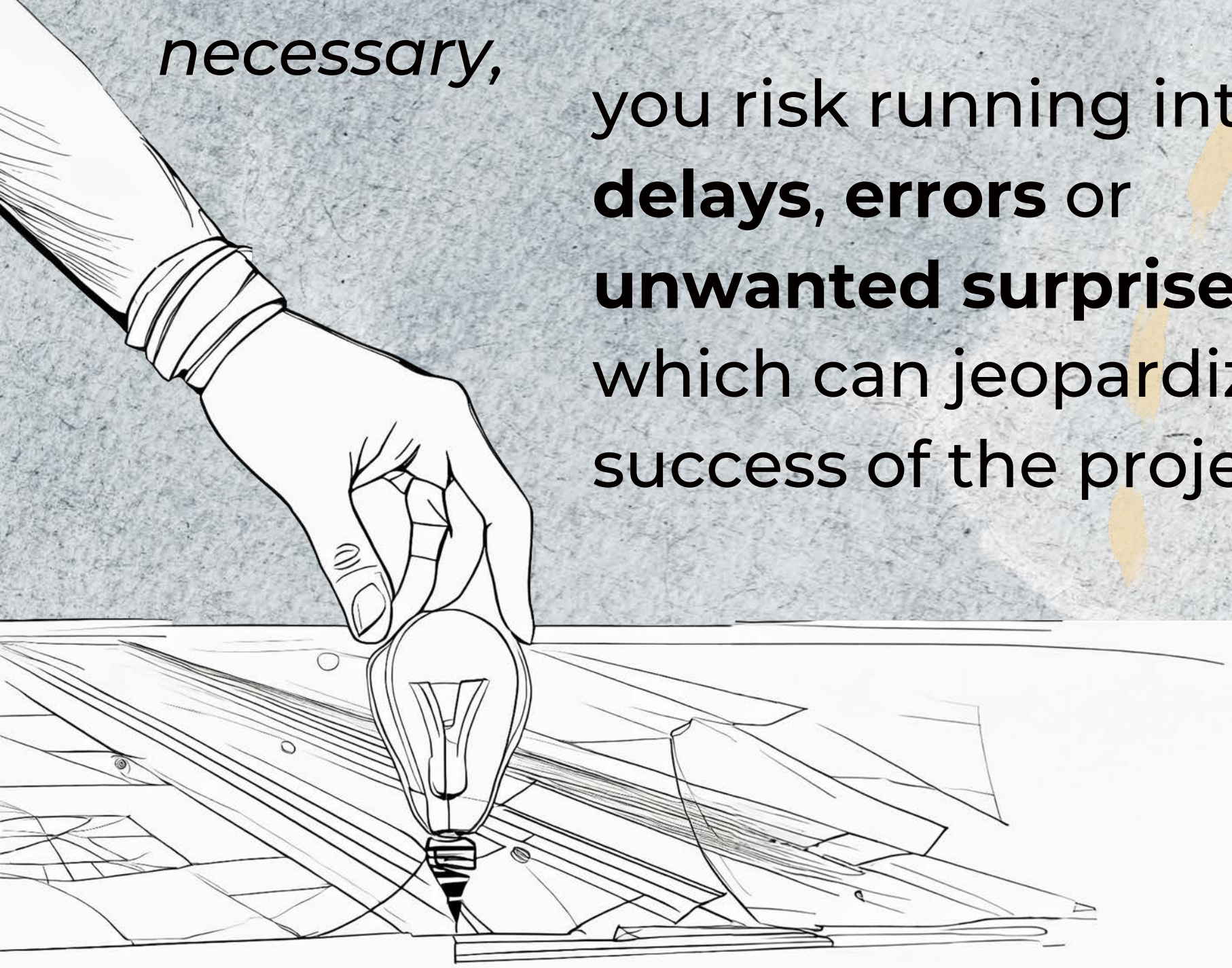
Delegating Without communicating

If you delegate without clearly explaining what you want, why you want it and how you want it, you risk creating **misunderstandings**, **doubts** and **conflicts**, which can hinder the smooth running of the project.



Delegating Without monitoring

If you delegate without following the progress of the activity, without checking that everything is going well and without intervening when necessary, you risk running into **delays**, **errors** or **unwanted surprises**, which can jeopardize the success of the project.



Delegating

Without evaluating

If you delegate without evaluating the outcome of the activity, without providing feedback and without recognizing the person's merit, you risk **demoralizing** them, **discouraging** them and **losing** their **trust** and **collaboration**.



Anna Zuanetti

annazuanetti.com