

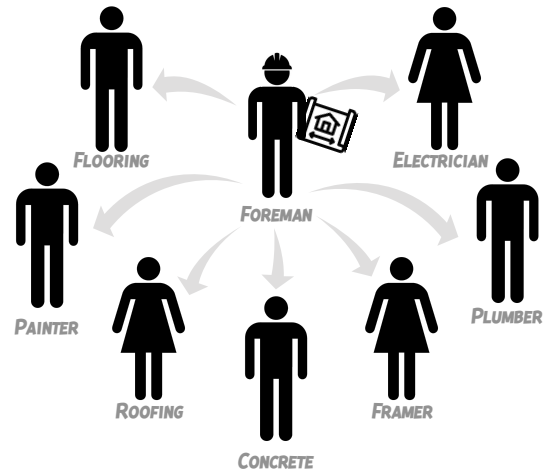
Delegation - Foreman Model

Increasing Effectiveness & Capability



As the foreman, the buck stops with you. You take full responsibility for the vision and the execution of the project.

Full responsibility does NOT mean you do all the work. You can't. Full responsibility means that you are a master delegator. Success is how well you do this.



Why should I delegate?

AS A LEADER, YOU CAN **HELP OTHERS GROW** BY DELEGATING ASSIGNMENTS TO THEM. IN THIS WAY YOU WILL ALSO HELP THEM RECEIVE THE BLESSINGS THAT COME FROM SERVING...DELEGATING WILL ALSO **MAKE YOUR SERVICE MORE EFFECTIVE**. IF YOU TRY TO DO TOO MUCH, YOU WILL **"SURELY WEAR AWAY"** (EXODUS 18:18).

General Handbook, 4.2.5

INCREASED EFFECTIVENESS

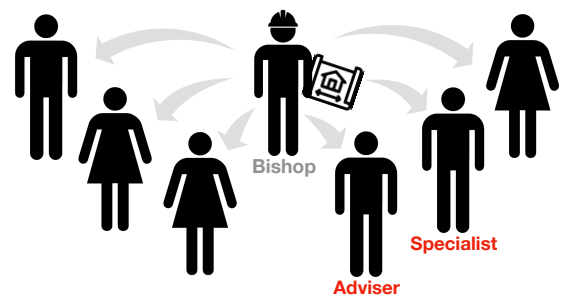
- ▶ No one can do it all
- ▶ Doing it yourself is only effective once or twice
- ▶ More workers = more work done + net reduction in individual workload

INCREASED CAPABILITY

- ▶ Less effective workers = less effective work = more stress, more frustration for all
- ▶ Developing capability = more effective work, more satisfying work, happier people

THE BISHOP'S FOREMOST RESPONSIBILITY IS TO THE RISING GENERATION IN THE WARD (THE CHILDREN, YOUTH, AND YOUNG SINGLE ADULTS). TO ENABLE HIM TO CONCENTRATE ON THIS RESPONSIBILITY, HE DELEGATES MANY ASSIGNMENTS.

General Handbook, 7.1



"Though the ward Young Men presidency no longer exists, the number of adult leaders for young men has not decreased. Each quorum has an **adviser** to support the bishop in his scriptural duty to preside over the Aaronic Priesthood as well as mentor young men as they serve in quorum presidencies. To allow 'two-deep leadership' in each quorum, a long-term **specialist** can also be called... Each of these adult leaders plays an essential role in lifting the young men and supporting the bishop in his duty."

Stephen W. Owen, YM General President, Church News, 8 Nov. 2019



"I THINK LEADERSHIP INCLUDES BOTH WHAT YOU DO AND WHAT YOU LEAVE. WHAT YOU DO IS NECESSARY, BUT NOT SUFFICIENT; IT'S NOT ENOUGH. THE MOST IMPORTANT THING IS WHAT YOU LEAVE WHEN YOU'RE NOT THERE, AND THE MOST IMPORTANT THING YOU CAN LEAVE ARE PEOPLE WHO HAVE INCREASED CAPACITY AND CONFIDENCE. TO ME, THAT'S ALL ABOUT DEVELOPING PEOPLE."

David A. Bednar, Leadership Enrichment Series, February 24, 2010



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