General Handbook, 4.2.5

## **DELEGATION - Subcontractor mouto**

Being a 100% Responsible Le

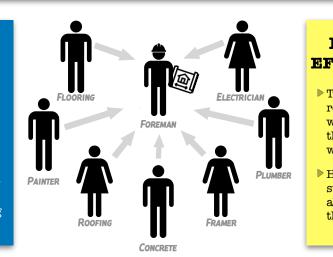
A good **delegator** must teach and trust their delegates A good delegate must be 100% responsible ess effective

SUCCESS ON THE JOB SITE REQUI **FOREMEN TO DELEGATE AND OV ALSO REQUIRES SUBCONTRACTO** 100% RESPONSIBILITY FOR THE

## INCREASED

subcontractors = less effective work = more stress, more frustration for everyone

Developing capability = more effective work, more satisfying work, happier people





## WHAT DOES 100 RESPONSEBLE MEAN

Listen to this clip from Lynn G. F of the Seventy when he gave

> 100% RESPONSIBLE

**ERSHIP INCLUDES BOTH** 

AND WHAT YOU LEAVE. WHAT YOU DO IS NECESS.

General Han

IT'S NOT ENOUGH. THE MOST IMPORTANT THING IS WHAT YOU LEAVE WHEN YOU'RE NOT THERE, AND TH YOU CAN LEAVE ARE PEOPLE WHO HAVE INCREASED CAPACITY AND CONFIDENCE. TO ME, THAT'S ALL AB

 ${}^{\bullet}$  Though the ward Young Men presidency no longer exists, the number of adult  ${}^{\circ}$ 

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

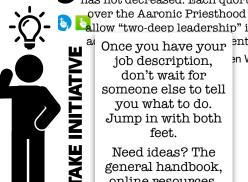
## HOW CAN I BE 100% RESPONSIBLE?



You can't be a good subcontractor if you don't know what you're supposed to do.

Take the time to ask questions.

Make sure you are clear about the big picture and where your job specifically fits into that plan.



allow "two-deep leadership" Once you have your job description, don't wait for someone else to tell you what to do. Jump in with both

> feet. Need ideas? The general handbook, online resources, and stake leaders,

> > can help.

has not decreased. Each quorum has an adviser to support the bishop in his scr oung men as they serve in quo ng-term specialist can also be ng th Take the time to 2019

communicate to your foreman your intentions, even if it is just a short text.

Taking initiative is critical, but making sure your actions fit into the bigger plan could save you a lot of time and effort.

The Lord loves effort, and effort brings rewards. We keep practicing. We are always progressing as long as we are striving to follow the Lord. He doesn't expect perfection today...our journey does indeed take effort, hard work, and study, but our commitment to progress brings eternal rewards.

Joy D. Jones, General Conference, April 2020