



Macc webinar: Sustaining Your Leadership – Avoiding Burnout

Date of webinar: Thursday 16 July 2020

Q&A

How would you manage a scenario where you are both a leader of a large team but not the final decision maker - and there is a conflict between the will of your team and the decision from 'above'?

This is a difficult situation and about having a meaningful conversation with the 'decision maker.' Sometimes asking a question like 'What plans have you got to get everyone on board with this decision?' can help. It is more to do with collaboration than anything else. Feeding back the information and opinions of the team will not be easy but it is the right thing to do.

You talk about delegation in your presentation, how do you suggest this is done in a sensitive way?

You will first need to decide if what you are delegating is necessary. Do you, your colleagues and organisation have to do this work? Team members need to know this is a sharing experience and this needs to be the ethos within the team.

It is harder to accept delegation if this is not the way things are done usually. Make sure the person you are delegating to has the capacity and skill set to do the work. Try and check in with people that they are not just saying yes. This needs to be clear. Try asking,

'Have you got the time? Can I take something from you so you can do this work?'

It is about trust. It is a two way process.