



## Effective Delegation

A leader's ability to delegate has a significant impact on business results. By harnessing the potential of others, leaders can maximize employee contributions, increase productivity, and provide new opportunities for growth. In Eagle's Flight's experiential leadership program, *Effective Delegation*™, your leaders will understand the concept of delegation as a tool to both grow their skill and harness the potential of their direct reports. Leaders will be introduced to pragmatic models and tools, which will help them delegate responsibilities to direct reports with authority to maximize employee contribution. Through a series of experiential activities, your leaders will get hands-on experience and practice with the key concepts of the course, so that they return to work able to delegate with confidence.

### THE OUTCOME

*Leaders will return to work with the ability, tools, and confidence to:*

- Provide a clear line of sight from the path to the goal and related expectations
- Define for direct reports their span of freedom and responsibility in executing their tasks
- Understand how to give in-the-moment coaching to improve results or avoid a problem
- Ensure that personal ownership is taken to deliver on commitments
- Recognize and harness the potential in every employee



Left with questions? Wondering what a partnership could look like? Give us a shout!

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## THE DETAILS



1-day  
program



5 - 25  
participants



Ideal for managers  
and supervisors



Customization and  
delivery options  
available



Post-course  
reinforcement  
available

## THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



***"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."***

Marc Caira, Vice Chair, Restaurant Brands International



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