



Group Decision Tip

E-mailed every two weeks to help groups make good decisions

Hands off

In principle, high functioning leadership groups are “hands on” regarding the tasks they are supposed to do and the decisions they are supposed to make, and they also understand what tasks and decisions they should keep their hands off. High functioning leaders delegate responsibility to committees or individuals and then stand aside to let them their job in their own way with their own creative spirit.

Practical Tip: Before your group takes up an issue, ask “Should we be handling this?” Don’t spend unnecessary time on things you have already decided to let others handle. When you give responsibility to others, it helps when the expectations are written and clearly understood.

Good leaders “facilitate” rather than micro-manage. The mark of a good leader is that their followers become good leaders. Facilitative leaders clarify expectations, offer encouragement, demonstrate exemplary behavior, and let go.

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Good Group Decisions, Inc.

98 Maine Street, Brunswick, ME 04011
Phone: 207-729-5607

craig@goodgroupdecisions.com

www.GoodGroupDecisions.com
Fax: 207-725-8710

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[Site Index](#)