TEN-MINUTE TEAM DISCUSSION

Handing It Over

Use it when: Too many small decisions are waiting on the leader.

The situation: People bring the leader questions they could answer themselves. The leader is the bottleneck, and nobody else is growing into the job.

LEADER OPENS WITH

Work: "I want fewer things waiting on me. Let's find decisions you can make without checking with me first."

Team or club: "Some calls don't need to come to me. Let's decide which ones you can make yourselves."

Run it

1. 2 min List three small decisions people often bring to the leader.
2. 5 min For each, agree who can make it and the one situation where they should still check in.
3. 3 min Try the new arrangement for a week, then ask what got easier and what got stuck.

We agreed

Check-in owner: _____ **Date:** _____