

## **Delegate or Suffocate**

### Core Values of Leadership

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#### **Class Description:**

A person who becomes a leader is no longer responsible to do the 'job', they are now responsible for motivating and inspiring the associates to do the 'job'. In this workshop, Delegate or Suffocate, you will be introduced to traits and actions that if applied will result in you becoming a successful empowering leader.

#### **Class Objectives:**

Upon Completion participants will be able to:

- Explain 4 differences that define delegation and empowerment.
- Identify 7 stages to take to initiate empowerment.
- Describe 4 traits of an empowering leader.
- Explain 5 actions to take to retain empowerment.
- Identify 6 questions an empowered associate will ask themselves before they act.

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### **Class Quiz: True/False**

1. A good leader will build a team of diverse personality types.
2. Leaders just need to do everything themselves.
3. Empowerment produces self-determination, competence, meaning and influence.
4. As explained in "Delegate or Suffocate" by Peg Tobin, there are seven stages of delegation.
5. Personal fear and insecurity can cause leadership not to delegate.

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### Class Evaluation

#### Student Information:

Name: \_\_\_\_\_ Date: \_\_\_\_\_

I am a (check all that apply):

- RN     LPN     NHA     HR     DON     ADON  
 MDS Nurse     Corp. Nurse     Nursing Assistant     Other: \_\_\_\_\_

Number of years in the profession:

- 2 or less     3 - 4     5 - 8     9 - 12     13 - 16     17 or more

Type of facility:

- Nursing Facility     Home Health/Hospice     CCRD     Home for MRDD  
 Assisted Living     Supplier     Other: \_\_\_\_\_

#### Session Evaluation:

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
Program fulfilled by expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Topics were of interest to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Audio-visual was effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objectives were clearly stated and met.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would recommend this seminar to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Speaker Evaluation:

	No Opinion	Poor	Fair	Good	Excellent
Peg Tobin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mary Taylor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Comments:

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