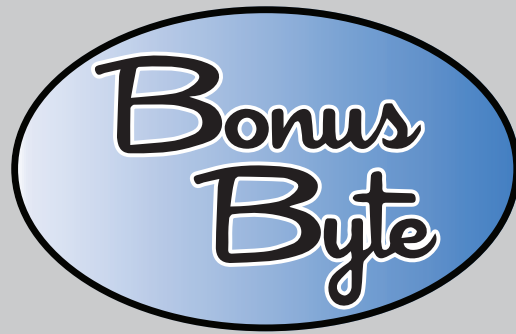


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TO



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Tips for Delegating To Your Friends

TIPS FOR DELEGATING TO YOUR FRIENDS

by Kevin Eikenberry

Much has been written about delegation, and there are many great resources to help you improve those skills. Unfortunately, most of those don't mention the subtleties and challenges of delegating to your friends.

Beyond the delegation basics, here's a list of things you need to further consider, think about and plan for in order to masterfully delegate to your friends:

- **Be aware that there is a difference.** The differences will vary based on the particulars of your situation. The differences may be minor, or you may have much concern. Chances are if you are reading this you know there are some differences to consider!
- **Talk about the elephant in the room.** Both of you are likely struggling with the situation at some level. Talk about your concerns and feelings in an authentic way. Remember, you've been friends – talk about it!
- **Recognize and talk about the two hats you are wearing.** You have a friend hat and a boss hat. Talk about both of them; help realize that in this situation you are wearing the boss hat. While this should be obvious, often when we have a long standing relationship with someone that role difference can get lost.
- **Remember you have a relationship!** Your experience together and past relationship can be an asset, not just a problem. Think about the benefits the relationship brings not just the challenges!
- **Be assertive – don't procrastinate.** Most people delay doing things that seem hard or difficult. Don't let that be the case. Remember that delegation can be an opportunity for the other person. You want your friend to grow and succeed don't you?
- **Help them grow.** Delegation, done well, isn't dumping, but an opportunity for learning, growth and new exposure and experience for the other person. Remember this, and take the time to help your friend succeed with the new task.

When you apply these ideas, along with the delegation approaches you already know or are learning, you will make delegating to your friend more comfortable and far more effective – for both of you.

ABOUT BUD TO BOSS

Bud to Boss provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

You can learn more about us at:

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Our products and services include:

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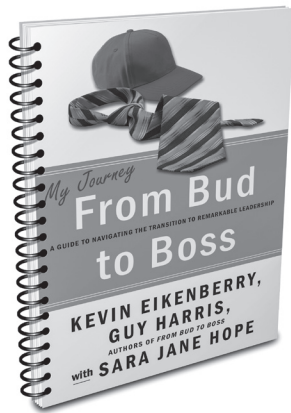
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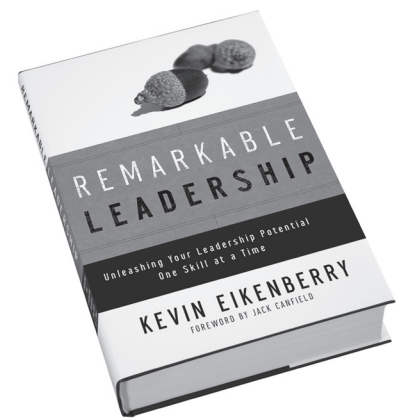


My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

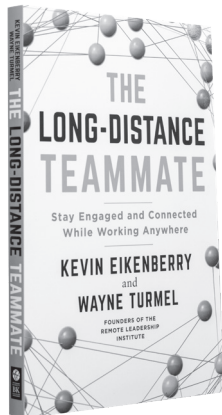
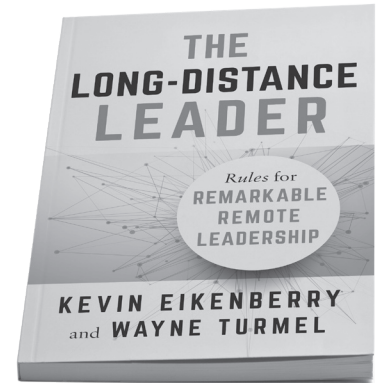
Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

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