



WHY DELEGATION FAILS

1. Lack of agreement by group leaders and members on the specifics of delegation; lack of standards and guidelines.
2. Lack of training to do the task as required.
3. Lack of understanding of organizational objectives.
4. No real confidence by group leaders in members.
5. Lack of confidence by group leaders in themselves; unwillingness to take risks.
6. Fear that members will prove better than their group leader.
7. Fear of punitive action by group leaders.
8. Failure at all levels to understand the advantages of successful delegation.
9. A liking by group leaders for doing a particular job themselves.
10. A belief that they are delegating.
11. A desire for “nothing short of perfection.”
12. A belief that things are going well enough as they are.