

LEADERSHIP AND TEAM BUILDING

By: Mike Nesongano
(Business Consultant)

Article 3: How To Delegate

The Steps Followed In Good Delegation?

i). Define The Task:

Confirm in your own mind that the task is suitable to be delegated. Does it meet the criteria for delegating?

ii). Select The Individual or Team:

What are your reasons for delegating to this person or team? What are

they going to get out of it? What are you going to get out of it?

iii). Assess Ability And Training Needs:

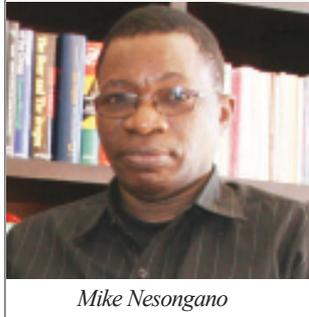
Is the other person or team of people capable of doing the task? Do they understand what needs to be done. If not, you can't delegate.

iv). Explain The Reasons:

You must explain why the job or responsibility is being delegated, and why to that person or team? What is its importance and relevance? Where does it fit in the overall scheme of things?

v). State Required Results:

What must be achieved? Clarify understanding by getting feedback from the other person. How will the task be measured? Make sure they know how you intend to decide that the job is



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being successfully done.

vi). Consider Resources Required:

Discuss and agree what is required to get the job done. Consider people, location, premises, equipment, money, materials, other related activities and services.

vii). Agree On Deadlines:

When must the job be finished? Or if an ongoing duty, when are the review dates? When are the reports due? And if the task is complex and has part or stages, what are the priorities? At this point you may need to confirm understanding with the other person or team of the previous points, getting ideas and interpretation. As well as showing you that job can be done, this helps to reinforce commitment. Methods of checking and controlling must be agreed with the other person or team. Failing to agree this in advance will cause the monitoring to seem like interference or lack of trust.

viii). Support And Communicate:

Think about who else needs to know what's going on, and

inform them. Involve the other person in considering this so they can see beyond the issue at hand. Do not leave the person or team to inform your own peers of their new responsibility. Warn the person about any awkward matters of politics or protocol. Inform your own boss if the task is important.

ix). Feedback On Results:

It is essential to let the person know how they are doing, and whether they have achieved their aims. If not, you must review with them why things did not go to plan, and deal with the problems. You must absorb the consequences of failure, and pass on the credit for success.

What Is Organisational Politics?

Political behavior in an organization entails people gaining and exercising power to obtain a specific outcome, certain people in the organization have certain preferences about how things should be done. Politics in organisations may involve decisions such as the location of the organisation, or less important decisions such as what time tea should be served.

People participate in political behavior in order to advance themselves, protect themselves from others, or simply to gain and exercise power. This power can be developed and exercised by individuals or groups of individuals.

Politics in organisations is often regarded as dirty play and back stabbing, and even though the concept, like power, is somewhat elusive, it does influence behavior, and it is a reality. Management should therefore realize that politics plays a role in leadership and should be used constructively.

Which Are The Ways To Manage Organisational Politics?

- ⊙ Provide team leadership and coaching.
- ⊙ Create an environment oriented to trust, open communication, thinking, and cohesive team effort.
- ⊙ Provide the team with a vision of the project objectives.
- ⊙ Motivate and inspire team members.
- ⊙ Lead by setting a good example (role model) – behavior consistent with words.
- ⊙ Coach and help develop team members; help resolve dysfunctional behavior.
- ⊙ Facilitate problem solving and collaboration.
- ⊙ Strive for team consensus and win-win agreements.
- ⊙ Ensure discussions and decisions lead toward closure.
- ⊙ Maintain healthy group dynamics.
- ⊙ Intervene when necessary to aid the group in resolving issues.
- ⊙ Assure that the team members have the necessary education and training to effectively participate on the team.
- ⊙ Encourage creativity, risk-taking, and constant improvement.
- ⊙ Recognize and celebrate team and team member accomplishments and exceptional performance.

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Cell: 081 2845751 or 0813390090

Email: mackum@iway.na
nesmak@iway.na

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defected from SWAPO Party to "join" his Rally for Democracy and Progress (RDP). Grobler was seen, at the launch of RDP, jovially chatting with Hamutenya with an RDP flag in the pocket of his shirt (Namibia Today 30 August 2010; 24 Sept 2010).

"Another person associated with Hidipo Hamutenya is Reverend Dr. Shejvali who accused SWAPO Party of sowing the destructive seeds of witch-hunting and anti-Kwanyamism. It seems the Reverend was following some rumours created for political expedience and became a rumour gathering and disseminating church leader. With rumours such as the one of a plot to poison RDP's leaders with a certain substance similar to a powder, Dr. Shejvali seriously compromised his objectivity by claiming that "it is

no secret about the alleged existence of a group with a hidden agenda within the SWAPO leadership. As most of its adherents are from Omusati Region, the group is being referred to as "Omusati Clique." Suddenly the reverend was parroting the Nyamu's coined words and hate speech as if he was a messenger of Nyamu and not of God's words. (As much as I dislike talking evil about any man of the cloth, Dr. Shejvali, left me with no other option when) He Continued with the allegation that "this group does not want Kwanyamas to continue living in peace in this land of their birth"... The problem is that the reverend was blinded by a tribal agenda pushed through his throat by those who want to use him for political expedience and finally confessed and admitted to have blundered (Namibia Today 12 March 2010).

Ultimately who "brooks no dissenting views, who went on

a grave digging trip presumably to revive only one hero belonging to one ethnic group, who called others derogatory names? 'And this my friends, is not conjecture-he wavered!' While on the other hand, The Founding President is a staunch believer in the Nation's unity and always talks about all our fallen heroes from different ethnic groups. He formally handed the reins of State power and relinquished the presidency of the party in a peaceful transition.

He talks about National reconciliation, economic development, education, hard work etc. He inherited a vast territory, without geographical harmony, without ethnic homogeneity, without cultural cohesion, and without linguistic uniformity. And with disparate puzzle pieces, he reconciled this nation, brought peace and allowed multi-party democracy to flourish based on the rule of law. Let the facts speak for themselves and let the readers be the judge.

DPRK top leader remembers CPV martyrs



Photo released by Korean Central News Agency on Oct. 26, 2010 shows Kim Jong Il (C front), top leader of the Democratic People's Republic of Korea (DPRK), attending a memorial ceremony at the tombs of the Chinese People's Volunteers (CPV) martyrs where thousands of Chinese soldiers, including late Chairman Mao Zedong's eldest son Mao Anying, were buried, in Hoehang County in South Phyongan Province as the DPRK and China marked the 60th anniversary of the entry of the CPV onto the Korean front. During the event, Kim, general secretary of Worker's Party of Korea (WPK), was accompanied by a number of DPRK party and military leaders, including Ri Yong Ho, member of the Presidium of the Political Bureau of the WPK Central Committee, vice-chairman of the Central Military Commission of the WPK and chief of the General Staff of the Korean People's Army (KPA), Kim Jong Un, vice-chairman of the WPK Central Military Commission, and Kim Yong Chun, vice-chairman of the National Defence Commission.

PYONGYANG — Kim Jong Il, top leader of the Democratic People's Republic of Korea (DPRK), on Tuesday laid a wreath at the tombs of the Chinese People's Volunteers (CPV) martyrs in Hoehang County in South Phyongan Province, the official new agency KCNA reported.

Kim, general secretary of Worker's Party of Korea (WPK), attended the memorial ceremony as the DPRK and China marked the 60th anniversary of the entry of the CPV onto the Korean front.

During the event, Kim was accompanied by a number of DPRK party and military leaders, including Ri Yong Ho, member of the Presidium of the

Political Bureau of the WPK Central Committee, vice-chairman of the Central Military Commission of the WPK and chief of the General Staff of the Korean People's Army (KPA), Kim Jong Un, vice-chairman of the WPK Central Military Commission, and Kim Yong Chun, vice-chairman of the National Defence Commission.

The DPRK would not forget the heroic feats performed by the fallen fighters of the CPV in their courageous battles, Kim was quoted by the KCNA as saying at the ceremony.

The CPV fought alongside the KPA in a tough war and achieved a glorious victory,

making a great contribution to the peace of Asia and the world, and many CPV martyrs devoted their precious lives here, Kim said.

The DPRK-China friendship should be handed on through generations, the DPRK leader said. (Xinhua)

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