



DELEGATING

Over the years, we' ve learned that this is too big a project for one person to coordinate alone. Each crew should have at least two and preferably three coordinators. These coordinators may, in turn, delegate responsibilities even further.

Some of the “ first-line” areas of responsibility may be outlined as:

- ◆ Recruitment
- ◆ Equipment
- ◆ Safety
- ◆ Homeowner liaison (see handbook, page 14)
- ◆ Minor repairs?
- ◆ Gardening?

Other areas that will need attention include:

- ◆ Food
- ◆ Person with truck or van to pick up: pressure washer, paint, any building or repair materials. And possibly to take refuse to the dump...
- ◆ Phone caller(s) to remind people about work-parties & equipment they' ve committed to bring
- ◆ People to get to job-site ³/₄hour early to set up and get site and tasks ready
- ◆ Someone (different person each time?) in charge of clean-up after each work-party

Remember: The more people you get involved in positions of responsibility, the more invested they' ll be in the project and therefore the more time and energy they' ll put into the project as a whole. Many people like to be more than worker bees (though there are those who want ONLY to be worker bees, and we must honor that as well).

Why Delegating Can Be Difficult – Overcoming Some of the Obstacles

Many people have a hard time delegating because (1) we fear it won' t get done or won' t get done in time, and (2) we fear it won' t get done well or to our satisfaction.

But it will be a lot more fun *for everyone* if there are more rather than fewer people involved in making this a success. Following are some ways to overcome the fears:

- ◆ Give a date by which it needs to be done, and call several days before that date to see how it' s going (as a somewhat-subtle reminder that it' s supposed to be done in a few days).
- ◆ Give detailed enough instructions so that they fully understand what you want from them; if you are at all unsure that you' ve explained it well enough, ask them to explain it back to you. Make sure, however, that you are delegating the “ what” and not the “ how” ; give the person credit for having a brain to figure out the “ how,” though you may ask if they want to brainstorm on how best to do it...