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About Us

We transform **accidental managers** into intentional, high-impact leaders.

Our key focus is delivering tailored coaching programs that build foundational **leadership skills** and close critical skill gaps.

www.perlmanpierson.com

SCAN QR CODE TO ACCESS WORKSHOP MATERIALS



What you can expect:

- **7x ROI** on Leadership Coaching
- Reduction by **77%** in employee turnover
- Increase in productivity by over **80%**

Book your free 30-min
strategy call with us

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LEADERSHIP
DEVELOPMENT

BESPOKE PROGRAMS
DAY WORKSHOPS
1-ON-1 COACHING



SITUATIONAL LEADERSHIP: 4 Leadership Styles

D1

Enthusiastic Beginner

↓ *Low competence*

↑ *High commitment*

Style: Highly Directive

- Telling/Directing
- Training/Teaching
- Direct guidance
- Close tracks of performance
- Frequent feedback

D2

Disillusioned Learner

↓ *Some competence*

↕ *Variable commitment*

Style: High Directive & High Supportive

- Selling/Explaining
- The leader explains the WHY to get a buy-in
- Solicits suggestions

D3

Cautious Contributor

↕ *Moderate competence*

↕ *Variable commitment*

Style: High Supportive & Low Directive

- Coaching/Facilitating
- Coach to build confidence in competences
- ✓ *suits for delegating*

D4

Self-Reliant Achiever

↑ *High competence*

↑ *High commitment*

Style: Low Supportive & Low Directive

- Support growth, maintain exciting goals to pursue
- Allow freedom with little supervision
- ✓ *perfect for delegating*



DELEGATION PRO TIPS

Set a clear goal (SMART) or break goals into tasks

Set expectations and success criteria (OKRs)

Agree on check-ins and required support upfront

Acknowledge and celebrate progress

Ask open-ended coaching questions to facilitate growth

Use RACI matrix to clarify roles and level of autonomy



MISTAKES TO AVOID

Giving responsibility without decision-making power

Avoiding delegation because it feels faster/better to do it yourself

Micromanaging after delegating or disappearing completely

Rescuing too quickly when someone struggles

“Over-functioning managers create under-functioning teams.”

WHICH TASKS SHOULD I DELEGATE?



Repeatable / recurring



Time-consuming but not strategic



Tasks that build or stretch skills



Low to moderate risk



Tasks that drain your energy or others can do better

WHY DELEGATE MORE?

33% – additional revenue generated by leaders who delegate effectively

24% – of a manager's time can be freed for strategic work

21 - avg. number of new job created by high delegators every 3 years

**Happy employees = thriving business.
It's that simple!**

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