

WHY POOR PERFORMANCE HAPPENS?

Lack of motivation:

- bad contract
- no clear goals
- effort not appreciated
- team incompetence
- inadequate remuneration
- goals too trivial
- stress

Lack of skills

Lack of resources and information

Unrealistic expectations

Ego

Unsuitable environment

Poor management

Communication problems

Overworking, fatigue

Force majeure

Emotions

WHY POOR PERFORMANCE HAPPENS?

- Lack of knowledge
- Lack of motivation
- Poor working condition
- Misallocation of resources
- Lack of proper delegation
- Poor leadership
- Miscommunication
- Conflict of interest
- Unclear goals
- Personal life issues / health
- Bad time management
- Inappropriate preparation
- Act of God (weather conditions, flood, tsunami)
- Unrealistic deadlines & goals
- Laziness / procrastination
- Over-working / no breaks
- Strict rules (poor management)
- Bureaucracy
- Poor record keeping (documentation)

WHY POOR PERFORMANCE HAPPENS?

- Low salary
- Lack of motivation
- Lack of professional skills
- Bad management / boss
- Poor time management
- Unclear deadlines
- No CPI
- Waterfall method / outdated methods
- Distractions
- Miscommunication
- Stress → burnout
- Poor working environment
- Unclear roles
- Inadequate resources
- Ego problems
- Breaches of work processes
- Off the job issues
- Unclear/unrealistic goals/tasks
- Team spirit
- Commute

WHY IT IS USEFUL TO DELEGATE?

- Better allocation of resources
- Better time management
- Divide workload
- Measure performance (test PPL)
- Better understanding of tasks
- Less stress
- Better performance
- Less distraction / more focus
- Skill improvement
- Better products
- Increase communication
- Positive competition
- Better working environment
- Better (project) management

WHAT TO DELEGATE?

Everything*

*Except the things you can't delegate

- Routine tasks
- Interesting tasks
- Tasks others could do better
- Tasks others might enjoy
- Tasks good for development
- Time-consuming tasks
- Tasks for which you are not responsible

WHY WE DO NOT DELEGATE?

- Lack of trust
- Avoiding dependency
- Over confidence
- Small and easy tasks
- Saving time / resources
- Lack of communication
- Being helpful towards colleagues
- Taking full credit for yourself
- Confidential tasks
- Show off
- Avoiding fragmentation of info
- Being afraid of competition
- Personal preferences
- Lack of delegating skills
- Lack of people to delegate