

Are your people aching to be taken advantage of?



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Do you often feel you're wasting your time on things you don't do very well or "hate" doing? These could be things you're either not strong in or things you never thought were your responsibilities.

You can't always have it just right. You have to help out, fill in, supervise, organize, eliminate, hire, fire, discuss, and purchase.

Each of us is gifted in different ways for different reasons. It seems that I'm a pretty good writer, although some of you may disagree. I may

also sort through mail and perform other duties not listed in my official "job description."

Our golf and grounds readers most often act as managers, although some hands-on work is certainly required from time to time.

People are hired into a company or crew every day because they possess a particular gift or talent. Later, they may find that they are not given the chance to use their gift in the best possible way.

Politics is often to blame for a shift in one's duties. This is often unavoidable and always unfortunate. Budget cuts can also cause a project to be placed on hold. We hear that it happens all the time, in these days of limited funds. If it happens at your facility, and you're still on the job, just be thankful, and try to use your talents in other ways.

Remember that there's more to life than working for 40 long years and retiring. Everything you do has a purpose. Don't take the "somebody's gotta do it" attitude. Don't complain or grumble—as I was tempted to do earlier today! Be happy that you've been placed in your particular situation and make the most of it.

Which brings us to an often-maligned word: delegation.

Delegating has a negative connotation for some people, particularly the "delegates."

It's important that you realize—and explain to others—what good delegating is all about.

At its worst, delegating is indeed nothing more than passing along work you don't want to do yourself. At its best, delegating accomplishes three things:

- ▶ it frees you of a duty which you may not be very good at;
- ▶ it lets you work on your strengths;
- ▶ it gives someone else a chance to do the job better than you would have done it.

Somewhere in your crew is a person who's been aching to try his or her hand at a new skill, or run with a new idea. Ask around and see if you can find someone who feels he or she can contribute in a new and different way.

Summer is a busy time, but nice weather also allows the freedom to experiment in the great outdoors. Take advantage of the sunshine, and the talented people who are on your team. **LM**

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