



Inizia a delegare!: Guida pratica per applicare la delega (Italian Edition)

OSM Lavoro

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L'errore più comune è considerarla niente altro che espediente per sgravarsi delle cosiddette “grane” e dei cosiddetti “compiti ingrati”. Così si svisciva uno strumento che oggi, più che mai, ha acquisito un valore strategico per la funzionalità e l'efficienza di qualsiasi tipo di organizzazione: la delega. C'è chi l'ha definita un'arte e chi perfino uno stato d'animo. Due qualità che non mancavano di certo ad Enzo Ferrari quando nel 1973 consegnò la responsabilità della squadra corse ad un giovanotto di 26 anni. Si chiamava Luca Cordero di Montezemolo e dopo due sole stagioni la scuderia di Maranello vinse il mondiale di Formula Uno. Delegare in ogni caso è un processo assolutamente fondamentale per lo sviluppo e la gestione del capitale umano affidato a un imprenditore o ad un manager. Come tale richiede venga attuato a stadi, rispettando i suoi punti di equilibrio e definendo progressivamente livelli e confini. Questo ebook è una guida pratica per applicare la delega in termini “win win”, cioè facendo in modo che a trarne beneficio siano tanto il delegato quanto il delegante.

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