

## BUILDING SUCCESSFUL DELEGATES: KEYS TO IMPROVING TEAM PRODUCTIVITY

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### **Abstract**

In the era of globalization and rapid technological development, increasing team productivity has become one of the main challenges for organizations. This research focuses on developing successful delegation as a strategy to increase team productivity. Using qualitative research methods, this study aims to identify keys that can increase delegation effectiveness and, in turn, improve team productivity. Through in-depth interviews with managers and team members from various industries, data was collected to explore their experiences and perspectives regarding delegation practices. Data analysis was carried out using a thematic approach, which resulted in several main themes: the importance of clear communication, selecting appropriate tasks, developing trust within the team, and providing constructive feedback. The research results show that effective communication and a deep understanding of team members' strengths and weaknesses are crucial factors in a successful delegation process. Additionally, building trust among team members allows for better decision making and increases commitment to delegated tasks. This research concludes that a good delegation strategy not only improves operational efficiency but also encourages team members' professional growth. By implementing the identified keys, organizations can create a more collaborative and productive work environment. These findings are expected to contribute to managerial practices and team development in various industrial sectors.

**Keywords:** *Delegation, Team, Productivity, Skills, Strategy, Effectiveness*

### **INRODUCTION**

Delegation skills are a person's ability to organize and delegate authority for work to other people or team members. The ability to delegate is not limited to giving someone a task, but also organizing and designing so that the task can be done well. Usually, delegation skills are one of the basic abilities that a manager or leader must have. Even so, as Glints mentioned above, delegation skills are actually basic abilities that must be mastered by everyone on the team.

According to the KBBI, a delegate is an individual who is appointed or sent by a country in a deliberation, handover or delegation of authority from superiors to