# S3 Delegation Canvas

rev. 2017-09-11

The **S3 Delegation Canvas** is a tool for negotiating and clarifying the delegation of a domain to a team or role. Sections are numbered to indicate the suggested order of moving through the canvas.

**The Delegation Game:** a simple and fun activity to define and delegate a new domain, or to develop shared understanding and reveal misconceptions about an existing domain. Gather those delegating the domain (e.g. a manager) and those the domain is delegated to (e.g. somebody in a role or position, or the members of a team). Allow for 15 minutes for each participant to fill in their canvas individually, and then go through each section together, comparing notes and agreeing on the details of the domain.

## Primary Driver / Mission

1

*Justify the domain: Why does the team/role exist, what is the need it responds to?*

## Key Responsibilities

2

*Clarify domain further by listing top three responsibilities (common goals or objectives), preferably with a measurable outcome for each one.*

## Key Challenges

3

*List at least three important challenges to the success of the team/role: e.g. risk, uncertainty, lack of skills or resources.*

## Key Constraints

4

*List important constraints to the autonomy and influence of the team/role (e.g. shared resources, time, budget, audits, expected reports).*

## Key Deliverables

5

*What does the team/role provide to meet the key responsibilities and key challenges? What do other parties expect from the team/role? Describe the top three deliverables (products, services, experiences or transformations).*

## Delegator Responsibilities

6

*What is the delegator's contribution to the success of the delegatee(s)? Responsibilities should be specific and measurable, so they can be reviewed and developed.*

## Key Metrics

7

*How can you measure the successful delegation? Prefer simple, continuous and actionable metrics.*

## Key Resources

8

*List essential resources, assets or privileges the team/role can make use of in accounting for its domain.*

## Evaluation

9

*When and how will this delegation be developed? Agree on schedule for review of the delegation, evaluation criteria in addition the metrics (above), and any other relevant aspects of the evaluation.*

## Dependencies

10

*What are the essential dependencies between this domain and other parts of the organization? Describe who relies the team's output , who provides key products or services, and any other important stakeholders.*

More information on the S3 canvas series, and versions for printing the canvas in various formats can be found at http://sociocracy30.com/s3-canvas

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Name of the Domain

Delegator(s)

Author(s)

Date/Version

## Primary Driver / Mission

1

## Key Responsibilities

2

## Key Challenges

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## Key Constraints

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## Key Deliverables

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## Delegator Responsibilities

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