Question 1

Question 2

What is the purpose of the delegation Poker and Delegation board?

The purpose is to enable team members to make better decision.

What does it achieve?

It can be achieved by cultivating trust in the organization or system, which can be enabled and grown by practicing the seven levels of delegation.

What are the seven delegation levels?

The seven delegation levels are:

* Tell – I, as a manager, will tell the team how to do.
* Sell – I will try and sell my idea to the team.
* Consult – I will first consult them before making the decision.
* Agree – the team and I will agree together.
* Advise – I will add my advice and leave the decision to the team.
* Inquire – they team have the full power to decide, but I will inquire them afterwards.
* Delegate – I will completely delegate to the team

How does it work?

The delegation levels will enable the team to self-organized in a safe way based on trust.

Give a concrete example.

For example, I, as a manager need a decision on the technical design of our new lunched project, where I can apply delegation level 6 Inquire to allow the technical professionals to analyze and finalize the design, but I will need to be informed.

How does this relate to a Freedom Matrix?

The Freedom matrix is based on trust, likewise, the delegation model is also based on trust among the system, the more trust there is, the higher delegation we can apply in the decision making process.