



## DELEGATION vs INVITATION

Characteristic or Aspect	Leadership Delegation	Leadership Invitation
Requires minimal design (as a command)	X	
Is top down	X	
Depends on formal authority	X	
Depends on a formal reporting relationship between sender and receiver	X	
Generates minimal feedback	X	
Maximizes the generation of feedback		X
Puts the Receiver in charge of what happens next		X
Sends the required AUTHORITY with the Responsibility sent		X
Requires rigor in the design		X
Maximizes the generation of feedback		X
Can be used for most situations	X	X
Gets results	X	X
Generates MAXIMUM ENGAGEMENT		X

The Open Leadership Network

### **Our Mission:**

The Open Leadership Network advances the worldwide adoption of Open Patterns and Practices so that organizations, and the people in them, can thrive.

### **Our Vision:**

We envision a world where everyone has the option to engage meaningfully in every decision that affects them.

### **Quick links:**

About OLN: <https://openleadershipnetwork.com>

Join OLN: <https://openleadershipnetwork.com/membership/>



# THE OPEN LEADERSHIP NETWORK

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Executive Testimonial Videos: <https://openleadershipnetwork.com/resources/videos/>