Give 51% of the Vote

Put someone else in charge by giving that person the majority vote.

Helps with these tendencies: Always On, Rescuer, Protector, Strategist, Perfectionist

Why Do It:

When you let people know they (not you) are in charge, they will lead and operate with confidence. Retaining 49 percent of the vote encourages them to consult and collaborate with you, but keeps them in the lead position.

How to Do It:

1. Identify the project you are going to transfer to a team member.
2. Describe the project and answer questions to ensure their understanding.
3. Give them the majority vote and assign it a number to make it concrete.
    - You could tell them they have 51 percent of the vote and you have 49 percent. Or you could make it 75/25—anything over 50 percent will carry the message: "You are in charge. You get to make the final decision."
    - Tell them they get 51 percent of the vote (or a higher number you choose), but 100 percent of the accountability.

- **Note:** Don't give someone 51 percent (or more) of the ownership unless you really mean it. Pulling ownership back will damage their willingness to lead—and their trust in you.

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