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"DELEGATION ISN'T LOSING CONTROL— IT'S GAINING CAPACITY"



By Lana Potgeiter,
Lighthouse Leadership

I recently witnessed a "masterclass in delegation" in the most unexpected of places: a wooded trail at the Althouse Arboretum in Pottstown.

Ken Hamilton, founder of GreenAllies, oversees the Arboretum — but not in the way most leaders do. Every single idea, event, program, and community initiative is run by high school students. From planning workshops to hosting hundreds of guests, the 25 students lead while Ken provides the framework, encouragement, and the opportunity. Truthfully, to me he seems to simply be the liability signature! You can see more about what they accomplish here: <https://www.green-allies.org>.

Leaders often ask me, "How do I get more done?" The better question is, "How do I develop others so more can get done without me?"

Here's what I noticed when we visited

GreenAllies: It's a living illustration of three leadership skills that are more relevant today than ever: **delegation, coaching, and empowerment.**

Delegation:

Multiplying Impact Through Others

Most leaders know they *should* delegate, but struggle with it. The common excuses — "It's faster if I do it myself" or "They won't do it the way I would" — keep many leaders overextended and under-supported. Yet true delegation isn't about offloading busywork; it's about transferring responsibility in a way that develops others and multiplies results.

Delegation is an art: effective delegation requires trust, clear communication, and the right level of support. In the early stages, you may need to supervise closely. Over time, as confidence and competence grow, step back and allow more freedom, adding responsibility. Ken models this well, letting students start with the white space outside the box and move on to executing entire projects with minimal or no oversight.

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Led by award-winning leadership developer, Lana Potgeiter, Lighthouse Leadership Coaching & Development (LLCD) has successfully helped countless business owners and mid-sized executives reach leadership excellence, align their teams, and drive sustainable growth to thrive in today's competitive landscape. Call **484-347-0515** today for a private consultation.

Learn more about
lighthouse leadership

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MFG Summit

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Coaching: Unlocking Potential

Delegation alone doesn't guarantee success. It must be paired with coaching — the art of drawing out potential rather than dictating solutions.

True coaching, as LMI's *Effective Coaching and Empowerment* program emphasizes, is not telling people what to do but helping them discover their own answers. A coach's role is to listen, ask powerful questions, and create a space where others learn through hands-on experience. When we don't step in to fix problems, we encourage our teams to experiment, reflect, and adapt. That's why they don't just complete tasks — they grow as leaders themselves. They have ownership — this is their project! Accountability is inherent.

Empowerment: Building Commitment, Not Compliance

The ultimate goal of leadership is empowerment — enabling others to act with commitment, confidence, and ownership. Unlike motivation through fear or incentive, which only produces compliance, empowerment builds *internal commitment*. People act not because they have to, but because they *want to*.

When we delegate and empower our team, they aren't just fulfilling assignments. They feel trusted, valued, and capable. That sense of ownership is what makes empowerment so powerful: it creates leaders at every level, not just at the top.

What Leaders Can Learn

The Arboretum may be run by students, but the lessons apply to every business, nonprofit, and team:

1. Delegate with intention. Don't just hand off tasks—transfer responsibility and authority in proportion to the person's ability, then increase freedom as competence grows.

2. Coach for growth. Replace "Here's how I'd do it" with "What options do you see?" This shifts ownership and strengthens problem-solving skills.

3. Empower through trust. Believe in people's potential. When you set high expectations and provide support, they will rise to meet the challenge.

"When we coach and empower, people don't just complete tasks — they grow into leaders. Not future leaders, but leaders to take you and your business into the future."

PS. Do yourself, your team, or family a favor: go visit the Arboretum.

For additional information, please text or call 484.347.0515.

Lana Potgieter is an internationally acclaimed leadership coach and business strategist who specializes in empowering business owners and executive teams within small to mid-sized organizations.



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