

April – Delegation & Strategic Focus: From doer to direction-setter

Thursday 23 April 2026

2:00–3:00 pm UK Time | 9:00–10:00 am US Eastern

Introduction

In today's fast-paced organisations, many leaders find themselves stuck in the detail, working harder and harder but still feeling they don't have enough time for the big picture. The challenge isn't effort, it's trusting others and focus. When leaders over-rely on "doing," they unintentionally limit both their own impact and their team's potential. Delegation is more than just handing off tasks; it's a mindset shift that transforms leadership identity. By learning to step back from the day-to-day and empower others, leaders create the space to set direction, shape culture, and drive sustainable performance.

What it is

Delegation & Strategic Focus is the practice of shifting from being a doer to becoming a direction-setter. It's about recognising that leadership impact comes not from doing more, but from enabling others to do more. This requires letting go of control, reframing identity, and building trust in your team's capability. By mastering the art of delegation, leaders free themselves to focus on strategy, vision, and long-term success, while simultaneously building stronger, more empowered teams.



Sue

Sue is an executive coach, polar explorer, and inspirational speaker who was the first British woman to reach the magnetic North Pole. Drawing on her experiences in some of the world's most extreme environments, alongside decades of coaching senior leaders globally, she helps leaders embrace challenge, navigate uncertainty, and step into their fullest potential.

The benefits

- Creates headspace for leaders to think and act strategically, rather than firefighting
- Builds trust and capability within teams by distributing responsibility effectively
- Reduces overwhelm and stress by balancing effort with focus

Key Outcomes

- Understand the mindset shift required to move from "doer" to "direction-setter."
- Identify the common barriers that stop leaders from letting go, such as control, perfectionism, or identity attachment.
- Gain practical strategies for effective delegation that create space for strategic focus and empower teams to succeed.