

Delegation in first america guard services

[Business](#), [Management](#)



Delegation is the assigning of authority or responsibility to another person. But the person delegating the authority remains primarily responsible for the actions of the one on whose work has been delegated. Both the planning, organizing, leading and controlling aspects of management require delegation. First America Guard Services is an American based security company offering great security services in a number of firms and/or institutions. These include airports, hotels, banks, government offices and apartments.

Delegation in FAGS

The management of First American Guard Services has to make decisions on what is to be done. But because this task is time consuming, the management finds it necessary to delegate this task of job allotment. Planning in First American Guard Services entails deciding who is to serve where and this depends on a number of factors such as training levels of the security guards, number of years of experience and each officer's strengths and weaknesses. Other sensitive decisions include recruitment and staffing as well criteria for hire and promotions.

Management therefore has to effectively evaluate and find out which roles need be delegated and which ones ought not to be delegated. The goal of the company is to offer quality security services and as such the management is organized in such a way that the organizational goal is easily achieved. It has a horizontal organizational structure whereby work is delegated from the top to bottom. Delegation can be effectively used by creating more management levels so that at each level there are few tasks (tasks are evenly spread).

For delegation to be effectively applied, control must be exercised on those on whose departments/dockets work has been delegated. Management ought to ensure that work that has been delegated is not delegated again. There should be supervisors in every department of the company to oversee specific duties as they are performed. In this way, monitoring is specific and accurate. In setting up performance targets, there should be specific managers setting up and controlling specific targets.

The decision of taking corrective actions should be delegated to experts in the relevant fields. For effective delegation to take place, management ought to possess certain skills. First, they should have analytical skills. These are necessary in assessing different situations in order to know what needs to be delegated. The skill would also help in establishing what necessary skills people possess that would benefit the duties given to them. This skill is in fact essential in carrying out the organizing function of the organization.

Analytical skills also come into play when analyzing complex work situations in order to ease the delegation process. Computer literacy skills are also important for delegation. All information on how work had been delegated are stored in soft copy form. This information is useful for subsequent delegation processes. It is therefore important for managers to know how to operate a computer system. Another skill essential for delegation to take place is interpersonal skills. This is essential because before delegation takes place, there has to be consultation with the relevant people.

Delegation requires good relationship among the workers and there can be no good relationship unless workers possess interpersonal skills. When work has been delegated, it must be monitored by the person who has delegated

it. He must then possess leadership skills that allow one to take charge of the co-workers . At times, workers might refuse to perform work that has been delegated to them. But with these management skills, the manager would be able to take control of such situations.