



Mimi – mind changer

Nurture people to nurture their growth

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

A small introduction about the importance of delegation of tasks to achieve better results.

Step 02

Implement

Group discussion: How do you assign employees tasks? What is the rationale behind this decision?

Step 03

Develop

A guided discussion on how HR managers can ensure that their team's workload is divided fairly, taking into account the employees' skillset and expectations, and avoiding any kind of discrimination.

Step 04

Follow-up

Further discussion on the topic is encouraged.

Recommendations, Tips & Hints

The participants will share their experiences from their workplace.

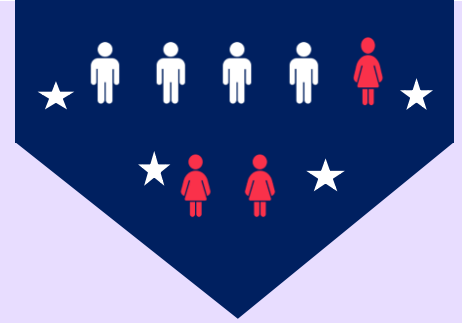
Discuss: Allocating vs delegating tasks

Classroom resources

Chairs

Duration

1h (It may vary depending on the participants' engagement level)

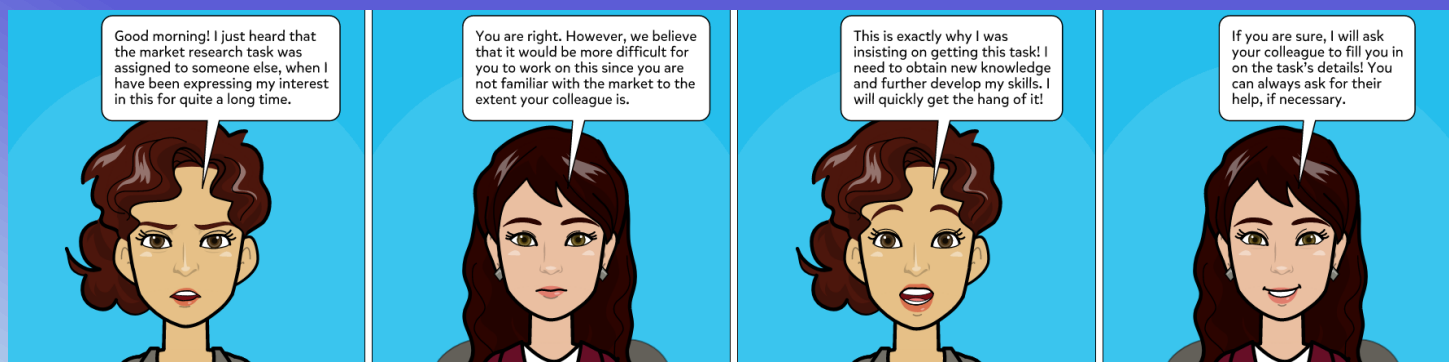


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Picture this:

You just arrived at work and you found out that the task you were looking forward to doing was given to someone else in your absence. That is just unacceptable! Look into the story below.



About the tool

What you can get from it is the understanding that everyone in the team is equal and that it is important for the employer to motivate employees by smartly delegating them appropriate tasks that will allow them to further develop their skills and acquire new knowledge.

Food for thoughts

Let's reflect – how would you ensure that tasks are delegated equally to all employees without any discrimination?

Take notes & discuss with peers

Key words

delegation, tasks, motivation, skills, knowledge

Further material

- [How to Delegate Tasks Effectively \(and Why It's Important\)](#)
- [Delegation as a tool for growth](#)
- [Successful Delegation: Using the Power of Other People's Help](#)