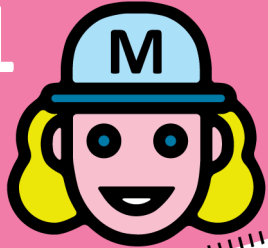


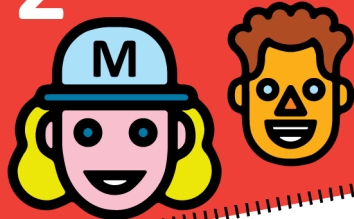
1



**Tell**

I will tell them

2



**Sell**

I will try and sell it to them

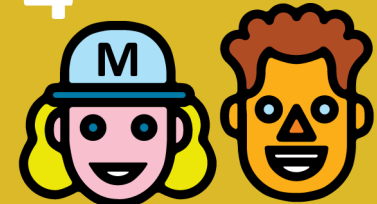
3



**Consult**

I will consult and then decide

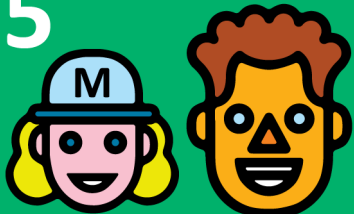
4



**Agree**

We will agree together

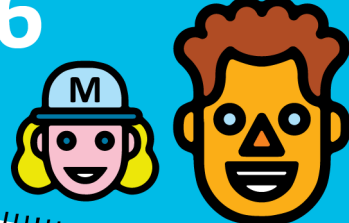
5



**Advise**

I will advise but they decide

6



**Inquire**

I will inquire after they decide

7



**Delegate**

I will fully delegate

## DELEGATION POKER

These cards are part of the Management 3.0 materials. They represent the 7 delegation levels for empowering organizations. You can find a description of their use at:

[www.management30.com/delegation-poker](http://www.management30.com/delegation-poker)

**MANAGEMENT 3.0**

CHANGE AND INNOVATION PRACTICES