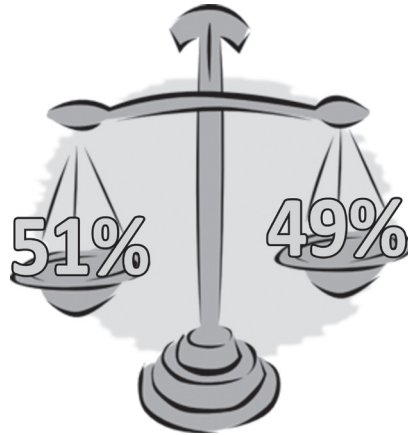


Multiplier Experiments

Give 51% of the Vote

Put someone else in charge by giving that person the majority vote.



Instead of delegating work, let people know that they (not you) are in charge and accountable. Tell them they get 51% of the vote, but 100% of the accountability.

Multiplier Discipline: **Liberator** and **Investor**, remedy for “Always On” and “The Rescuer” Accidental Diminisher

Multiplier Mindset:

People operate at their best when they are in charge and held accountable for their work.

Multiplier Practices:

1. Identify the project you are going to transfer to a team member
2. Describe the project and answer questions to ensure their understanding
3. Give them the majority vote and give it a number to make it concrete

For example, tell them they have 51% of the vote and you have only 49%. Or go wild and make it 75/25%. Anything over 50% will carry the message: You are in charge. You get final decision.

Be sure they understand what 51% (or more) means:

- You are in charge (hence, I am not)
- You get to make the final decisions (I will weigh in, but if we disagree, you make the call)
- I expect you to be the one to move things forward (I will participate, but will follow your lead)

You can really punctuate the point by saying (with a twinkle in your eye!)

“You’re 51%. I’m 49%. So, I’m taking this off my to-do list.”

Implication: “I’ll assume it is on yours!”

Caveat: Don’t give someone 51% (or more) of the ownership unless you really mean it. Pulling it back will put an end to their willingness to take the lead.

The Promise:

When you give someone 51% of the vote, they will lead and operate with confidence. Retaining 49% of the vote encourages them to consult and collaborate with you, but with them in the lead position.

Use this worksheet to plan and reflect on your Multiplier Experiments.

1. Experiment Purpose

What problem are you trying to address?	What do you hope to accomplish?

2. Document Your Plan

When and where will you try this?	What might limit success?	What will you do to overcome these hurdles?

3. Establish Measures

How will you know if you've been successful?	How will you get feedback?

4. Evaluate Results

What happened?	What impact did you have on others?	What was accomplished?

5. Study Your Learning

What surprised you?	What could you do differently to improve your results?	How would you describe the return on your investment for this experiment?

6. Make Lasting Change

How will you make this part of your ongoing management practice?	When and where will you use this approach again?

We'd love to hear about your successes with this Multiplier Experiment. Visit MultiplierEffectBook.com to share your story.