



## turning managers into leaders

### **Merge's Monthly Mega Minute – September 2003**

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*Merge Gupta-Sunderji helps turn managers into leaders. Through engaging keynotes and facilitated workshops, she gives people specific and practical tools to achieve leadership and communication success. Contact her at [www.mergespeaks.com](http://www.mergespeaks.com) or 403-605-4756*

### **Set them up to succeed by helping them fail**

"I have missed more than 9,000 shots in my career", once remarked Michael Jordan, celebrated American basketball player who is noted for his leadership of the Chicago Bulls to several NBA championships. "I have lost almost 300 games. On 26 occasions I have been entrusted to take the game-winning shot and I have missed. I have failed over and over again in my life - and that's precisely why I succeed."

Leaders, never forget that you are a coach and developer of your people. And as difficult as failure can sometimes be, it is an opportunity for your employees to grow. I am not advocating that you deliberately set your employees up to fail; in fact quite the contrary. Instead, help them take calculated risks so that they can push the limits of their own boundaries, and expect that often they will be unsuccessful in their attempts. And every time that they are unsuccessful, help them stand up, dust themselves off, and move forward. Remember that people polish their skills by doing it right, but they truly learn from making mistakes.