



turning managers into leaders

Merge's Monthly Mega Minute – December 2005

Welcome to **Merge's Monthly Mega-Minute** - a bite-sized, yet substantial and practical, nugget of information that you can use immediately to enhance your professional and personal success.

This issue of Merge's Monthly Mega-Minute may be **FREELY** distributed to friends, colleagues, and discussion groups, as long as the entire issue is included. You may use excerpts of it in your print, electronic, or other publications, as long as the following byline is also included:

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 or 403-605-4756

Develop anablep vision

In the brackish environment where the Amazon river empties into the Atlantic Ocean lives a species of fish known as *Anableps anableps*. The word "anablep" means "those who look upward", and the name is uniquely suited to this fish. Anableps have a very original form of vision: their eyes are divided into two by horizontal partitions and each half has its own oval crystalline lens. Commonly called "four-eyes", these fish can simultaneously see both above and under the water. As surface dwellers, it makes them exceptionally suited for success. Their lower eyes remain focused within the water seeking food and doing other normal fish things, but the upper eyes are alert to danger from swooping birds that might fancy them for a meal.

There's a lesson in successful leadership to be learned from the anablep fish. Like the anablep, good leaders need to have vision both downwards and upwards. Not only do they need to keep their finger on the pulse of the people who are under them, but they need to be equally aware of the dynamics above them. They need to balance the needs and concerns of both their staff and their managers. How do they do this? By asking questions, listening actively and openly, communicating frequently, and assisting as needed. In other words, they use their "four eyes"! While not always easy to accomplish, the skill of anablep vision is a significant factor in leadership success.