



turning managers into leaders

Merge's Monthly Mega Minute – February 2008

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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 or 403-605-4756

Remember that people need “sipping” time

As a leader, one of your primary roles is to give people information. Whether it's knowledge, data to help them accomplish their jobs, or directives from upper management, you are the communicator of news and tidings. Veritable fountain of information you may be, but it's all useless unless your people understand and absorb your messages. With this in mind, it's worth considering the metaphor of the drinking glass.

Think of your people as glasses of water, filled to different levels. If you continuously pour more water into these glasses, eventually they will get filled to the top and begin to spill over. Not only will that create a mess, but it's also a waste of water! On the other hand, if you pause and slow your pace of pouring the water, it will give your people time to sip from their glasses, and they'll be able to drink much more.

In much the same way, pace how you share information with your people, and be willing to pause frequently to give them a chance to sip from their glasses. Not only will you be able to convey your messages more efficiently and effectively, but overall, your people will be able to understand and absorb that much more.