



turning managers into leaders

Merge's Monthly Mega Minute – March 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

Do you need a leadership leap day?

February 29 was leap day, an extra day added to the calendar every four years. Leap days are a corrective measure, needed to keep our calendar in alignment with the earth's revolutions around the sun. The earth does not orbit around the sun in precisely 365 days; instead, it takes 365.2422 days to complete that annual cycle. If we didn't have leap years, then this small difference would translate to a loss of about six hours per year. As time went on, our calendar would increasingly misalign with the seasons: winter, spring, summer and fall would shift, which of course is undesirable. So we have leap years to compensate.

This need for a leap day got me thinking about poor leadership practices and habits. How many times have you let something slip – saying thanks to an employee for a job well done, talking to a staff member about an ongoing tardiness problem, addressing a workflow bottleneck – because you are busy with other priorities? How many times have you repeatedly dealt with the same crisis, because uncovering and addressing the root cause takes more effort? How many times have you ignored a performance problem in your team, hoping that that it will magically fix itself, or perhaps even just go away? These seemingly small lapses accumulate, and over time, just like the six hours a year affects the calendar, increasingly misalign and impact your success as a leader.

Do you have a leap day in your leadership calendar? Or are small lapses in good leadership putting you out of alignment? You still have a chance to take corrective action. Take determined steps to deal with an issue that you know needs your attention. Address the tardiness problem, the workflow bottleneck, the performance difficulty. With focused resolve, you can add an extra day of leadership effort to your leadership calendar, and significantly realign your success as a leader.