



turning managers into leaders

Merge's Monthly Mega Minute – February 2013

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 turns 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

Are you shining the spotlight on your employees?

Did you know that if goldfish are kept in the dark, their colour fades? This is because goldfish scales are made up of hundreds of photo-reactive cells that respond positively to sunshine and bright light. In fact, aquarium enthusiasts know that the easiest way to get vibrantly-coloured goldfish is to keep them under bright lights for at least a portion of each day.

Not entirely dissimilar to what occurs in the workplace if you're a leader! If you want your employees to stand out and excel in what they do, then shine the spotlight on them. Take an interest in each of your staff members, both from a work and a personal viewpoint – get to know them at more than just a superficial level: who they are, what their work goals are, what their outside interests are. When you spend quality time getting to know – really know – your employees, you can easily find ways to highlight and showcase their talents. Encourage them to step outside their comfort zones and take on tasks or projects outside their immediate area of expertise. It plainly shows them that they matter. When they achieve success, celebrate by turning the limelight in their direction, praising generously and often. When things go awry, shine a different kind of laser focus – seek to find out what went wrong, but with the sole intention of helping them get better at what they do. When you illuminate your employees in bright lights, they will radiate excitement and enthusiasm, and glow with confidence and pride.

So, what are you doing to shine the spotlight on your employees? Please share online on my blog at: www.mergespeaks.com/blog.