



## turning managers into leaders

### **Merge's Monthly Mega Minute – January 2006**

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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*

### **Don't ask for permission, ask for forgiveness!**

People new to a formal position of leadership are frequently hesitant about taking action. After all, they have zero to limited experience and they don't want to make any serious mistakes, so ... they dither and dally, and eventually default to inaction. However, your success as a leader will come from doing just the opposite.

When I work with new leaders, I share an important message that many of them find "pretty radical." But, when you think about it, it isn't. The message: don't ask for permission, ask for forgiveness.

In organizations today, people are recognized and rewarded for being resourceful and taking action. The proof: look at the Careers section of your local newspaper. Almost every single display advertisement will contain these two words under the listed job qualifications: "motivated self-starter". People who show initiative and take action are valued for those skills, even if occasionally, in hindsight, they make the wrong decision. If you are a new manager or supervisor, the worst thing you can do is to develop a reputation as the "Mother, may I?" kind of leader. Whatever the situation you are facing, assess it, take a calculated risk and act. If, when all is said and done it turns out to be the wrong decision, ask for forgiveness then. But don't ask for permission!