



turning managers into leaders

Merge's Monthly Mega Minute – May 2007

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.

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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

What choice will you make on the expressway of change?

Today's workplaces are high-speed expressways of change. Resources are fewer, yet you (and your people) are required to accomplish more tasks, give greater levels of customer service, achieve improved results, and all with poise and professionalism. If you think of the ongoing and numerous changes occurring in your organization as vehicles on this expressway, then here's a metaphor that can help you take greater control of your escalating workload and shrinking time.

Imagine that you're in a stopped car on the expressway in a driving lane. Cars in the other lanes whiz past you, and when those in your lane realize you've stopped, they make last-minute lane changes to avoid hitting you. At this moment in time, you have three choices. One, you can continue to passively sit and wait in your car, but the odds are high that sooner or later you'll get hit. When that happens, most of the other cars will be unaffected and continue on their way, but you'll be in much worse shape as a result of the collision. Two, you can react to the dangerous situation and pull out of the main flow of traffic on to the shoulder, dodging other cars in each lane as you make your way there. You'll avoid an eventual collision, but you will still get left behind as the other vehicles continue onward to their destinations. Or three, you can turn your key in the ignition and begin to drive forward. Eventually, as you accelerate your car, you'll be able to match the speed of all the other vehicles on the road, merge into traffic and continue along the expressway towards your chosen destination.

When rapid change is hurtling towards you on the expressway called your work life, you have three choices. You can passively wait and get hit, you can react to the changes once they occur, or you can proactively get into the driver's seat and steer your car where *you* want to go.

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Even if you get lost along the way and don't get to the exact destination you'd intended, at least *you* are still driving the car. The reality is that change won't stop – those cars will keep coming on the expressway – but it's up to you to decide how you're going to respond. Which option will you choose?