



turning managers into leaders

Merge's Monthly Mega Minute – June 2007

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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

“Every bread have its cheese”

One of my favourite places to visit is the island nation of Trinidad and Tobago. Every time I visit, I am intrigued by the local “Trini” colloquialisms – unusual expressions, which despite being in English, aren’t immediately understandable. Consider this one: “Every bread have its cheese.” Seeing my puzzled look, my Trini friends were quick to explain: everyone, no matter how ugly or unappealing, will find his or her ideal partner.

While I know that my friends meant the expression in a personal context, I am immediately drawn to the parallel in organizational leadership. You’ve no doubt discovered, in your role as a leader, that not every employee is good at every task. Some people are analytically oriented, others are more creative, yet others thrive on constant interaction with others, and just as many prefer to work behind the scenes. You’ve probably also seen situations where one employee is a “poor fit” for a specific job, yet instinctively you know that s/he could thrive in another job with different responsibilities. Yes, even in organizations, perhaps every “bread” does have its “cheese.” And as a leader, your task is then to help your employees find their “cheese”. It’s up to you to help your people find opportunities to showcase their strengths and their talents, rather than leave them to flounder in positions where only their weaknesses are exposed. If you succeed in this objective, not only will you build up your employees’ self-confidence and self-esteem, but you will also achieve greater overall success in your role as a leader.