



## turning managers into leaders

### Merge's Monthly Mega Minute – January 2008

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](http://www.mergespeaks.com) or 403-605-4756*

### A leadership lesson from the school of writing

Celebrated author E.L. Doctorow on the subject of authoring a book and overcoming writer's block:

*It's like driving a car at night. You never see further than your headlights, but you can make the whole trip that way.*

Not a bad metaphor for leadership either. If you are a leader, then you've probably faced "leader's block". You've likely found yourself in a situation where your ultimate destination is very clear, but not so your journey. It's easy to quickly articulate your goal for your organization or department, but getting to the results, that's another matter entirely. Take heart, all leaders encounter leader's block – times when uncertainty and self-doubt get in the way of moving forward. The fear comes from not being able to clearly map out the journey from beginning to end, and for some, the worry can be paralyzing. However, in such situations, Doctorow's advice is worth bearing in mind. Just as you can overcome writer's block by simply beginning to write, you can overcome leader's block by simply beginning to move in the direction you want to go. If your goal is to increase revenue by 20% in the upcoming year and the magnitude of the goal is overwhelming, focus initially on achieving the first 5%. If your target is to reduce overhead costs by \$300,000 in the next two years and you're not really sure how you'll get there, start by concentrating on how you'll realize the first \$100,000. If your objective is to improve invoice accuracy from 95% to 98% in the upcoming year and it seems impossible, focus first on getting to 96%. In the leadership journey, it is not uncommon to see no further than just a few steps ahead, but trust in yourself that you can make the whole trip that way.



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I hope that your 2008 will be a trip to remember!

**Telephone > (403) 605.4756 Fax > (403) 451.9759 Email > [merge@mergespeaks.com](mailto:merge@mergespeaks.com)  
[www.mergespeaks.com](http://www.mergespeaks.com)**