

## INTEGRATED MANAGEMENT & SALES CONSULTING

## Leadership vs. Management

Leadership "is the creation of positive, non-incremental change, including the creation of a vision to guide that change, a strategy, and the empowerment of people to make the vision happen despite obstacles, and the creation of a coalition of energy and momentum that can move that change forward."

• In other words, Leadership is the ability to drive transformative change by crafting a guiding vision, empowering others to overcome challenges and mobilizing collective energy to achieve that vision.

Management "is getting the confused, misguided, unmotivated, and misdirected to accomplish a common purpose on a regular, recurring basis."

• In simpler terms, Management is helping others who are unfocused consistently work together to achieve a common objective.

How is Leadership different from Management?

- Process vs. Vision
  - Effective Leadership is centered on a vision to guide change
  - Managers set out to achieve goals through implementing processes to ensure effective execution (think budgeting, staffing, organizational structuring etc.)
- Organizing vs. Aligning
  - Managers pursue their goals through coordinated actions and tactical processes.
    For example, Managers may implement a decision-making process when leading a critical meeting or when devising a plan for communicating organizational change.
  - Leaders are less focused on how to organize people to get work done and more on finding ways to align and influence them.
    - The Manager administers; the Leader innovates
    - The Manager maintains; the Leader develops
    - The Manger focuses on systems & structure; the Leader focuses on people
- Position vs. Quality
  - Manager is a title and it often denotes a specific role within the organization's hierarchy. It is a role and set of responsibilities. Having the position of manager does not make you a leader, however, the best managers are leaders.

- Leadership is a quality that needs to be shaped. Professionals can build greater self-awareness and understand how to bring out the best in themselves and others through developing strong emotional intelligence skills and learning how to influence others.
  - Leadership is the result of action. If you act in a way that inspires, encourages, and engages others, you are a leader. It doesn't matter what your position or title.

Key characteristics:

Leadership	Management
Visionary: clear compelling vision for the future	Organized: plans, structures, and coordinates tasks efficiently
Inspirational: motivates and uplifts others	Goal-oriented: focused on achieving specific outcomes
Empathetic: understands and considers the feelings of others	Detail-focused: pays close attention to procedures/logistics
Integrity: acts with honesty, ethics and consistency	Problem solving: addresses issues quickly and efficiently
Resilient: handles challenges with strength	Consistent: maintains stability and routine in operations
Accountable: takes responsibility for actions and outcomes	Resourceful: uses available tools and people to meet goals effectively
Communicative: clearly shares ideas, goals, & expectations	Delagative: assigns tasks appropriately based on team strengths
Empowering: encourages others to take initiative and grow	Motivational: encourages productivity and morale within the team

Resources - https://online.hbs.edu/blog/post/leadership-vs-management