

Management vs Leadership *Necessity of Both Competencies*

Leadership and management are separate and distinct skill sets that involve different functions and behaviors. Each might focus on different areas and provide different skill sets, but someone with authority needs both management and leadership skills to be successful. If one skill is lacking, organizational performance suffers. Keep in mind that leadership and management are not just job titles or positions, but competencies and skill sets needed in all types of organizations and at all levels.

What's the difference between leadership and management? Leadership is about motivating people, inspiring them to believe in the vision, and embodying the values and behaviors that are needed to achieve the desired results. It involves setting a vision, providing direction, and influencing others to follow. A leader is someone who inspires and empowers others, promotes innovation, and encourages personal growth and development.

On the other hand, management is about executing functions, overseeing the work, and achieving goals within a specific team or organization. Managers focus on tasks, processes, and systems to ensure the efficient and effective execution of work. They are responsible for organizing and controlling the day-to-day operations, allocating resources, and managing people to achieve desired outcomes.

Leadership primarily focuses on the long-term vision and the big picture. Leaders inspire and guide their teams toward achieving a common goal. They provide a sense of purpose, create a positive work culture, and encourage innovation and change.

Management focuses on the execution of tasks and the day-to-day operations. Managers ensure that work is completed efficiently, resources are allocated effectively, and processes are followed. They focus on achieving specific targets, meeting deadlines, and maintaining operational efficiency.

Leadership is more about leading by example, empowering others, and fostering collaboration. Leaders often take risks, challenge the status quo, and encourage creativity and innovation. They build strong relationships, communicate effectively, and inspire trust and loyalty among their team members.



Management, on the other hand, is more about planning, organizing, and controlling. Managers create schedules, assign tasks, monitor progress, and evaluate performance. They establish systems and processes to ensure smooth operations, and they focus on achieving predetermined goals and objectives.

Leaders influence and inspire others to follow their vision voluntarily. They gain respect and trust through their actions, communication skills, and ability to motivate others. Leaders focus on building relationships, mentoring, and developing their team members.

Managers, on the other hand, have authority and use their positional power to direct and control their subordinates. They rely on their formal authority and organizational structure to ensure that work is completed as planned. Managers focus on maintaining discipline, resolving conflicts, and ensuring compliance with policies and procedures.

Leadership is focused on creating a positive impact and achieving long-term goals. Leaders aim to bring about positive change, create a sense of purpose, and inspire others to achieve their full potential. They seek to create a culture of innovation, collaboration, and continuous improvement.

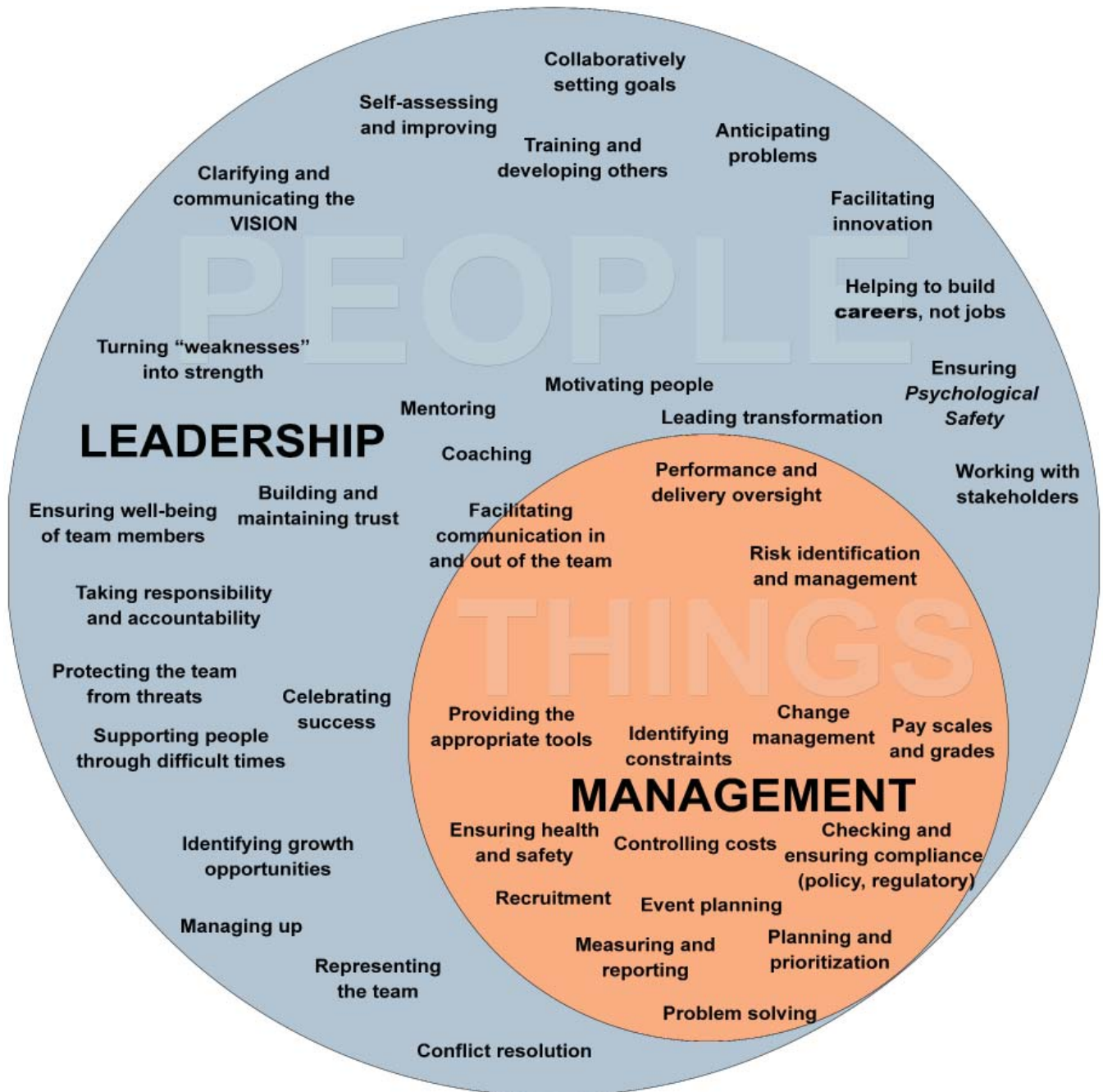
Management is focused on achieving short-term targets and operational efficiency. Managers aim to meet deadlines, ensure work is completed as planned, and maintain productivity and quality standards. They focus on optimizing resources, minimizing risks, and achieving specific outcomes within predetermined parameters.

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Leadership and management are both essential for organizational success. Unfortunately, too few organizations today have sufficient leadership. It's because supervisory training for new supervisors starts—and often ends—with the topic of management. It is not until more advanced training that leadership skills are introduced.

Let's switch the focus and start teaching about leadership even before focusing on management. Too often, organizations think that once a person in authority

reaches a certain level in an organization, they can flip a switch and start acting more like a leader and less like a manager. Wouldn't it be better to teach lower-level leadership skills along with primary management skills? If so, then as people advance in an organization, training, and development can focus on more complex, sophisticated leadership and management skills. No matter the position or level within an organization, a successful person must possess the skill sets and portray the behaviors of both management and leadership.



The leadership and management graphic above depicts the differences associated between leadership and management.