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P R E S E N T S

**“Management”
VS.
“Leadership”**

162 Answers! - Uncut Bonus Edition

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We asked the question:

“ Management vs. Leadership: How do you see it ”

162 professionals weighed in with their opinions!

Found at Answers on LinkedIn®
www.Linkedin2Leadership.com

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“What is **the difference between
Management & Leadership?”**

M. Al Zoubi wrote:

Management is working in the system;
Leadership is working on the System.
Managers gain authority by position;
Leaders gains it by influence and character.
Management is reaching goals; Leadership
is fulfilling a vision.
Management cares about efficiency;
Leadership is concerned with effectiveness.

S. Slater wrote:

A manager get things done via planning and
delegation. Tasks are assigned and results are
obtained via others efforts.

A leader get things done by holding a vision,
modeling behaviors and inspiring action.

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“What is **the difference between
Management & Leadership?”**

J. Tucker wrote:

You master leadership in your own way because it is a role. Then when you are the manager they blend together. (This after only two Rolling Rocks...I should run for president....)

S. Chapple wrote:

In my view management is about ensuring a process is delivered efficiently and leadership is about influencing change.

A manager is at times a leader and a leader is at times a manager.

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“What is the difference between Management & Leadership?”

S. McGannon wrote:

A great manager is a tactician, capable of planning his next three moves, and contingencies for each.

A great leader is someone who is capable of seeing the field, articulating the goals, weighing the tactics against these goals, and being so human and approachable that people want to crawl across broken glass to accomplish them.

They are not mutually exclusive; but are certainly rare in combination.

S. Chapple wrote:

Similar theme some of the other answers - in my view management is about ensuring a process is delivered efficiently and leadership is about influencing change. A manager is at times a leader and a leader is at times a manager.

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“What is **the difference between
Management & Leadership?”**

M.Leiter wrote:

Management comforts; leadership inspires.

Don't know if it's better, but it's shorter

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“What is the difference between Management & Leadership?”

S. Seecharan wrote:

I would have to say, an individual that is in a position of Management accepted responsibility to effectively run an organization. They do not have to supervise groups of people, however, they sometime do. And it can be that way at the macro and micro level(s).

Leaders are also responsible parties, however, their are many types. And one of their responsibilities is to be directional. Here's an example: A Sales Manager has a team of 30 people. The manager needs assistance in facilitating cold-calls. The group of 30 is broken in to groups of 10. And the sales person with the highest sales is appointed Team Leader. Their duty is to assist others negotiate and close deals.

Management focus is on running an organization. Leaders focus on commanding a group to run the organization.

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“What is **the difference between
Management & Leadership?”**

D.Sandusky wrote:

Leadership is vision and
management is goals. Leaders help
others understand the difference
in accountability.

C. Norris wrote:

Leadership is something anyone in
the company can offer.
Management is a responsibility
given to someone.
I have seen Managers that are very
poor leaders and
I have seen great leaders that are
simply "employees".

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“What is **the difference between
Management & Leadership?”**

C. Barnes wrote:

Leadership is motivating others to reach a goal; management is about directing resources to reach a goal. You can manage people, but if you do you have to treat them as commodities. You can't lead commodities, but you can motivate the people in charge of the commodities. You have to do both to be effective.

S. Greer wrote:

Good Managers
do what it takes to make the
Leader look good.
And a Good Leader hires
the type of Manager
that understands that.

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“What is the difference between Management & Leadership?”

M. McNabb wrote:

I would have to agree with the great John Kotter in the HBR "What Leaders Really Do." Kotter (1990, P.104) begins by saying, "Smart organizations value both and work hard to make each a part of the team."

MANAGING is about...

Coping with complexity which includes...

- ~Planning & Budgeting
- ~Organizing & Staffing
- ~Controlling & Problem Solving

LEADERSHIP is about...

Coping with change which includes...

- ~Setting Direction
- ~Aligning People
- ~Motivating & Inspiring

The leader will set the direction but a great manager will say based on that we need planning and budgeting to make it come true, and so on. There are but a few companies that are (or have been) blessed with both at the C-levels.

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“What is **the difference between
Management & Leadership?”**

T. Bell wrote:

I'll offer a rather simplistic yet often profound perspective; someone once said "Managers do things right, while leaders do the right things!"

Perhaps the same individual also said "You manage things; you lead people!!" Based on your experience, do these resonate with you??

G. Goel wrote:

A person working on his vision is a leader, else he becomes a manager to fulfill a leader's vision.

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“What is the difference between Management & Leadership?”

M. Willoughby wrote:

I think that your question is an excellent one and a significantly important issue that has become mired in the new management system because of the busyness of the area.

Leaders and managers from my perspective are very different professions. Leaders are the go-getters. They want to change things, they think outside of the square and they make it happen. I see managers as managing the day-to-day issues.

This shift came when significant numbers of middle managers were retrenched as a result of a more flat hierarchy. It isn't a good shift and isn't helping business to thrive.

Bring back the understanding that leaders and managers are very different people, I say.)

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“What is the difference between Management & Leadership?”

S. Symington wrote:

To be a manager simply requires that you have a title and some employees. Maybe a budget. But . . .

To be a leader requires followers.

Anyone can lead, from any position. It only requires that someone. . . or two or three. . . follows.

And sometimes, the very best leaders are--the first followers. The ones who jump on someone else's suggestion with enthusiasm and says "let's do it!"

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“What is the difference between Management & Leadership?”

D. Slayton wrote:

Leadership focuses more on the people side of the business, while management is more about systems and processes. I've seen strong leaders who have little or no management skills be very successful on the people side of the business but drop the ball all day long with the administrative side of the job. Conversely, I've seen strong managers who are weak in leadership skills struggle to build culture and loyalty amongst their team.

Lead from the front of the room and manage behind close doors. The greatest "leaders" know how to do both... in synchronized balance!

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“What is the difference between Management & Leadership?”

D. Guerra wrote:

Gosh this is THE most important question for next generation at work.

The breakthrough of Superperformance is that management and leadership are opposite hemispheres and need each other for completion. They are the left and right hemisphere of the organization. Because we are tethered to a mechanistic worldview we operate with a fully expressed left brain and a dwarf right brain. When the right brain is expressed (leadership) along with the left brain (management) Superperformance emerges.

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“What is **the difference between
Management & Leadership?”**

W. Pearce wrote:

A good manager gets his subordinates to focus inwardly on process quality and product delivery, good communications, and both business and personal professional development.

A good leader gets his subordinates to focus outwardly on vision realization, mission attainment, and goal accomplishment.

Both are necessary to maximize the opportunities for success.

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“What is **the difference between
Management & Leadership?”**

G. Sullam wrote:

The focus of a manager is on money results, the focus of a leader is on people.

A good manager of a profitable company see people as "instruments" in order to reach his objectives of sales, profits, ROI.

A good leader of a political party, or an organization sees material things as instruments to satisfy his goals, usually the betterment of his people.

To summarize, the leader sees money as means, in order to improve people's life; the manager sees people as means in order to reach his money objective. But the managers will never admit this truth.

You can distinguish a manager from a leader, when money is scarce: a manager will fire people, to return to profits, while a leader will do everything to avoid it.

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“What is the difference between Management & Leadership?”

B. Simpson wrote:

Peter Drucker said "Management is doing things right; leadership is doing the right things. "

I've always found that a useful metric for me - so if something needs doing well - management will get me there. Otherwise I'm probably going to need leadership.

T. Seamon wrote:

Management is the job. In the course of their work, Managers have the opportunity to lead.

Therefore it is helpful for Managers to develop leadership skills.

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“What is the difference between Management & Leadership?”

R. Greene

Who cares?! Call it goopy goopy! The "it" here is monkey hormones coursing from the glands that swing between certain legs. The hormones make some monkeys want to be over other monkeys and make the under monkeys do genetically programmed subservience behaviors (praising the junk the bigger monkeys say).

Do we wish to call this "leadership"? or "management"? or hormone-driven animalistic useless behavior only males are deluded enough to waste time on?

Let us get our business discussions out of zoos and into human civilized domains.

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D. Haeck wrote:

To add to the other answers, it is important to note that a leader can come out of nowhere, from any rank in any job or organization. Leadership is something that you are given, not something you take. It is something you earn buy respect that has been given to you.

A good manager can be a bad leader and a good leader can be a bad manager. The perfect manager is one who is also a good leader who is able to continue a forward progress through adversity and the political hierarchy of the business or organization.

Sorry to go on but I could write a book on this one. I also believe that a good manager who is not a good leader will be smart enough to find a way to work in a leader to fill that void. This requires having a small ego and a huge dedication to the ultimate goal. And conversely, a good leader with poor management skills will recognize that there is a void to be filled and fill it with a good manager.

On a smart business aspect of the question, ultimately you want to hire one person who can be both a good manager and a good leader. This is because it if very difficult to find a good leader and a good manager that can actually work together without the ego issue. It can happen though. Good Luck!

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“What is the difference between Management & Leadership?”

L. Wilson wrote:

What is the most important differentiator between a good golfer and Tiger Woods?

Management, by definition, is a leadership role. The managers recognition of this, coupled with their innate (and honed) ability, will determine if they are viewed as a 'leader" or be resigned to mediocrity.

Leadership, however, is no necessarily a management role. I have seen some powerful, blue collar, in the trenches, leaders. And good managers recognize, and capitalize on these. Bad managers are intimidated, and restrict them.

Management can be done from a dark, smoke filled room in the rear. But as Patton said, you lead people, like a string of spaghetti, from the front.

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“What is the difference between Management & Leadership?”

R.G. Smith wrote:

My answer also echoes others in one fashion or another.

I see a leader as being able to instill others with a sense of commitment, drive, resources and initiative that will enable them to reach a common goal.

Sadly, many leaders have lofty visions but do not consider whether the resources are there to deliver on the vision. Hence, if the vision is not achieved, it is perceived as a failure.

A leader needs to know whether his vision is achievable, and works with the managers to ensure they can reach it.

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“What is the difference between Management & Leadership?”

R. Evans wrote:

Management is doing things right;

Leadership is doing the right things.

-- Peter Drucker (1909-2005)

N. Zagalsky wrote:

I once heard someone say that managers motivate subordinates by winning their fear while leaders motivate followers by winning their love.

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“What is the difference between Management & Leadership?”

B. Breen wrote:

The biggest difference between managers and leaders is the way they motivate the people who work or follow them.

Leaders inspire, have vision and set direction, lead people and have followers. They cultivate loyalty are charismatic and have a transformational style. They are passionate, amplify strengths; are people focus, risk-seeking and have empathy for others.

Managers have a position of authority and emphasize control. Management style is transactional and tends to be reaction and minimize risk.

I think Jack Welch is a wonderful example of leadership. His goal was to make General Electric the world's most competitive enterprise, and accomplished that. Jack Welch is all about leadership, not management.

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“What is the difference between Management & Leadership?”

C. Prior-Jones wrote:

You manage tasks, but you lead people

R. Hunsberger, Jr. wrote:

Not the kind of question you'd normally want to tackle early Sunday morning, but here's my two cents:

Everyone manages (professionally or in their personal life), and everyone has influence, but not everyone leads (well).

Great management is learned, great leadership is developed.

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“What is the difference between Management & Leadership?”

T. Fairhurst wrote:

I am not sure what management actually is or what it means. Someone "Managing" sounds like a form of slow torture. Leadership on the other hand is totally different. Throughout history people follow leaders, are inspired by leaders. I think management is implementing routine and process and ensuring that those elements are adhered to.

Leadership sets the tone for the organizations, sets its culture, its ethics and how people go about their work, with inspiration or not, with passion or not, effective leadership instills enjoyment in those working in that construct, where as, in my opinion, management tend to suppress the individual and force them into a mold.

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“What is the difference between Management & Leadership?”

S. Srinivasan wrote:

Leadership is about getting management to do the things that need done.

Management is about doing the things that leaders believe is critical to the success of the organization.

In short management is about doing and leadership is about leading management to action.

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“What is the difference between Management & Leadership?”

H. Chatterjee wrote:

Leaders: Pursue opportunities. Managers: Reduce risks. Synergy: Strategic Achievements

Leaders seize opportunities; Managers avert threats. Both together progress more.

Leaders amplify strengths; Managers reduce weaknesses. Both together develop more

I have seen such the nature of discussions at N numbers of forums but always remember something, without effective manager a Leader will never be a leader.

Leadership is about getting people to abandon their old habits and achieve new things, and therefore largely about change - about inspiring, helping, and sometimes enforcing change in people. "While there can be effective management absent ideas, there can be no true leadership."

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“What is the difference between Management & Leadership?”

G. Langer wrote:

I must say that I enjoyed reading all these answers, very informative and profound. My spin on this question would be in a form of an analogy:

Management is to Leadership as Accounting is to Business.

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“What is the difference between Management & Leadership?”

A. Miller wrote:

If you aren't familiar with the work of Professor W. Bennis at UCLA, read his work. He has devoted decades to the subject you raise.

In a phrase, he basic belief is that, "Managers do things right. Leaders do the right things."

J. Inman Ed.M. PHR wrote:

Wow! Lots has been written on this. Personally I think the best treatment on this is J.P. Kotter on “What Leaders Really Do” (Harvard Business Review Book). My personal take in real simple terms:

Manage work (tasks, projects, processes)

Lead people

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“What is the difference between Management & Leadership?”

J. Jordan wrote:

Is Management a job and leadership a role?

I think the "job" refers to two things: the tasks that have to be done and employment by someone else to run their business.

"Role" is used to mean job in UK, Aus and NZ these days. Correctly speaking it is a set of social relationships. So leadership is a wider set of behaviors that are fundamentally social and emotional.

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“What is the difference between Management & Leadership?”

W. Kulick wrote:

When I retired from the Navy and started interviewing for positions, I had one retired admiral tell me: "be sure to highlight and market your leadership skills. I can teach you to be a manager, but I can't teach you to be a leader."

People just want to be allowed to excel without being encumbered with administrivia or things that interrupt their productivity. A good friend of mine once said "In a culture of concurrence, you'll never have innovation and in a culture of empowerment, you'll never have concurrence (Dr. J. Sercel, Cal-Tech)."
Empower your people.....they WILL do great things.

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“What is the difference between Management & Leadership?”

R. McKinney, APR wrote:

Management consultant Peter Drucker says it best: Management is doing things right; Leadership is doing the right things.

S. Wyrostek wrote:

I always liked- Managers do things right, Leaders do the right thing- I believe it's possible to have those characteristics in the same person.

L. Cristea wrote:

Management means defining the right goals, putting in place the right processes and using the right resources (staff included) to deliver the results within the right time at the right level of expectation.

Leadership means driving the staff through those numerous “rights”.

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“What is the difference between Management & Leadership?”

S. Vilayanoor wrote:

I see the difference between Management and Leadership as follows:

Let us say your customer is visiting your plant at 8 am on particular day. Your assistant takes a look at the conference room and sets the room for the day. She finds that you are out of coffee. She may choose to respond in either routes:

- 1.) Put a notice in the room saying that we are out of coffee. She is "responsible", hence a "Manager" Or
- 2.) run to the nearest coffee place near by, buy a pot of coffee for the team. Here, she is taking "ownership" - not just being "responsible". This is leadership.

In summary - "management" stops with "being responsible"; "leadership" has to do with "taking ownership".

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“What is the difference between Management & Leadership?”

K. Severe wrote:

I see management as a skill or knowledge you obtain, management skills are something you can learn. Whereas leadership is a talent and, although you can hone your leadership skills, you inherently have the talent or you don't. I believe a managers ability to be a great, moderate or bad manager rests on his/her inherent leadership skills.

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“What is the difference between Management & Leadership?”

S. Nashef wrote:

My favorite quote on the topic by
Stephen R. Covey in the 7 Habits:

"Management is doing things right;
leadership is doing the right things."

M. Nissov wrote:

A good definition I read is:

Managers get things done right.

Leaders get the right things done.

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“What is the difference between Management & Leadership?”

R. Jindani (Rawat), PMP wrote:

I think the most important difference between a Manager and Leader is that People have to work for Managers whereas People want to work with Leaders.

Its true that not all Managers can be good Leaders and also true that one doesn't have to be a Manager to be a good Leader.

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“What is the difference between Management & Leadership?”

J. Ciccone wrote:

You lead people, you manage things.

While this axiom may seem trite, when you look at all the previous insightful answers, I think you can see how most of them can be drawn back to this simple yet powerful phrase.

Leadership is about communicating your vision to your people, guiding and influencing them towards the execution of that vision, and empowering them to achieve.

Management is about the logistics, heavy lifting, and analysis of "things" that your people need to execute your vision.

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“What is the difference between Management & Leadership?”

D. Atkinson wrote:

Simply put ...
Leaders inspire direction.
Managers dictate it!

P. Lauro wrote:

Managers are organizers. They make sure things get done. Leaders are innovators. Managers are followed because the institution explicitly mandates their authority.

Leaders may or may not have any authority.

Leaders can be the bane of a managers existence at any level.

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“What is the difference between Management & Leadership?”

N. O'Bryan wrote:

A manager's job is to make his company money.

A leader's job is to get the best possible performance from the people he leads.

In my never to be humble opinion, a leader usually makes his company more money than a manager.

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“What is the difference between Management & Leadership?”

M. Astleford wrote:

You Manage Things (assets, resources, schedule, budget) and you Lead people (expectations, dreams, problems, fears). Leading is human interaction that is not constrained by position (boss, peer, report).

J. Lee wrote:

Management is a functional or sometimes task oriented role, often within a structure in which there is a hierarchy. Leadership is a quality that a person can exhibit which has nothing to do with managing.

Anyone can be made a manager...not everyone can be a leader.

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“What is the difference between Management & Leadership?”

K. Ganesh wrote:

From my perspective "management" is passive and "leadership" is assertive. A leader is required to be proactive and passionate. A manager on the other hand has no such requirements or expectations.

B. Preiss wrote:

Ideally it should not be a "one vs. the other" ... but in reality it is. Many managers are not influential leaders.

A Manager's first discipline is to plan out and execute what the leader envisions, and assures that operations are on target and everyone works within a defined framework.

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“What is the difference between Management & Leadership?”

S. Ward, CPLP wrote:

Thanks for asking this question. I feel that management is about tasks - leadership is about behavior. Only those of us in a "manager" role are tasked with "management" responsibilities; however, anyone can be a leader, no matter what his or her hierarchical position.

I agree with the other responses you've received in that the two are not exclusive; however, just because one is a manager does not mean one is a leader. Just my two cents' worth!

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“What is the difference between Management & Leadership?”

J. McLeod wrote:

Simply put, management is fulfilling the responsibilities and accountabilities of marshaling resources behind a plan or process (hopefully - though not always) in order to accomplish a task.

Leadership emerges when unconventional challenges present themselves and when exceptional efforts will be required to achieve goals.

Any person can typically manage at a certain level, but very few people can lead. Leadership requires an understanding of intrinsic motivators of people and how to trigger these motivators in order to inspire people to achieve what was thought to be impossible.

Managers and leaders both have goals and expectations. The key differentiator is that leaders set their own and managers follow the goals and expectations of leaders.

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“What is the difference between Management & Leadership?”

C. Clothier wrote:

My friend and partner says... "Manage resources and lead people".

R. Sajja wrote:

I see management as accomplishing business goals.

But leadership is about setting the vision, influencing change and mentoring others.

Successful C-level execs have both these traits.

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B. Brinkman wrote:

Managers and leaders are two different sets of people -- mutually exclusive sets. Your question gave me the opportunity to reread Abraham Zaleznik's classic article "Managers and Leaders: Are They Different?" Allow me to condense and paraphrase some of his themes.

Managers are the keepers of the flame. They are concerned with maintaining the status quo and personal relationships, and create political solutions to solve problems. They are much more concerned with HOW a problem is solved than whether the problem needed to be solved in the first place. Managers' worlds are set up to avoid real conflict, maintain order, and minimize negative happenings.

On the other hand, leaders enjoy a messy environment. More than likely, they grew up as loners and are guided by a strong, internal compass. They operate from a position of risk, striving to find creative, breakthrough solutions and products. They may have more in common with an artist or research scientist than a typical manager. Enter their world and find an intense, emotionally charged environment, determined to maximize positive outcomes -- often at a risk higher than a manager can imagine, let alone tolerate.

Does business need both types of personalities? Certainly. Can they find leaders and managers in one body? Doubtful. The two basic personalities are fundamentally different.

Make sure the personality is matched with the role.

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“What is the difference between Management & Leadership?”

A. Troy wrote:

In 25 words or less...

Management is about resource allocation and getting "bang for buck."

Leadership is about vision.

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“What is the difference between Management & Leadership?”

P. Pattamatta wrote:

A leader can lead managers successfully only if the person has been a manager before and knows the practicality of getting the task done. A manager can become a leader only once multiple tasks are operationalized through a common goal, vision and brings about a change in the way work progresses and starts performing excellence.

So while management is unidirectional, leadership is multidimensional

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“What is the difference between Management & Leadership?”

G. Azzam wrote:

Leaders are visionaries. Leaders have a dream. Leaders mesmerize. Leaders envision new world orders, leaders create or rejuvenate nations, leaders propound new philosophies, leaders create new systems, leaders conceive new products and services. Leadership is all about ideas. Leadership is vision and mission. In the corporate world, leadership has to come from the sponsors, from the Board, from the CEO. A bit from each of them.

The management is the art of creating and fine tuning organizations, structures and systems to achieve the vision & mission. The management's challenge to create and run an organization that could achieve the vision and mission of leadership in the best possible manner. In an ideal scenario, leadership and management should be together and go hand in hand but most often it's not and that is the reason most organizations do not rise to a level beyond the ordinary.

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“What is the difference between Management & Leadership?”

K. Cooper wrote:

Leaders orchestrate three assets: people, time and money. People are led (not "managed"), time and money are managed.

You can't inspire, coach, motivate, discipline, or teach time and money.

B. Ugeux wrote:

Leadership is showing vision and what to do while management is showing how to do it.

Through a pedagogic view but often everything is intermingled, managers organize and control while leaders inspire and motivate.

Managing can be taught while leadership is more subjective and depend on experience and wisdom.

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“What is the difference between Management & Leadership?”

G. Krstulovic wrote:

I’ve read somewhere that Managers do things right and Leaders do right things.

My 2 cents would be that there is no one without the other.

C. Hammond wrote:

All good answers. I like the definition of a leader as someone that people will follow, even if just out of curiosity.

You can be a thought leader but not a thought manager.

A view from the British Army

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“What is the difference between Management & Leadership?”

R. Beecher wrote:

I like the distinction that Edgar Schein offers....leaders effect culture, managers don't.

M. Duserre wrote:

As you might already be aware of, this question is a major point for Lance Secretan, as explained in his best seller book :

<http://www.secretan.com/inspire/index.php>

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“What is the difference between Management & Leadership?”

D. Carey wrote:

Let me quote Grace Hopper in this matter.

"You cannot manage a man into battle, you must lead him."

"You manage things, you lead people."

We the differentiator is a leader serves, a manager is served.

Men will follow a leader; but no one will follow a manager.

D. Cottone wrote:

Managers "maintain", leaders "change". At least in my experience. And in order to make anything work, you need both.

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“What is the difference between Management & Leadership?”

S. Kruger wrote:

There are a lot of trite little sayings about management vs. leadership. It makes for interesting and sometimes inspirational reading but in the end it's all BS. Leadership and management in business are inextricably tied to each other and should not be treated as separate issues and thus have no differentiator. They are complimentary.

Really - can you think of one manager who has no, and I mean NO, leadership skills - even if those skills not a style you respond to? And how about anyone who is paid to be in a leadership position that does not also have management responsibilities? I sure can't. If they were separate don't you think companies would be hiring department leaders AND department managers?

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LEADERSHIP

“What is the difference between Management & Leadership?”

L. Perriault wrote:

I would say that "being able to inspire others " is the most important differentiator.

J. Marden wrote:

A leader takes risks. A manager reduces risk.

A successful businessperson mixes both roles effectively.

Business need good risk managers in order to run smoothly. But you need a risk-taking leader to lead your managers beyond a smooth-running buggy whip business.

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LEADERSHIP

“What is the difference between Management & Leadership?”

S. Palghat wrote:

Leadership is people related. It's a process by which one has positive influence over other people to achieve a specific goal.

Management is much broader. Management is an ability to effectively leverage all the available resources (People being one of them) to achieve organizational goal.

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LEADERSHIP

“What is the difference between Management & Leadership?”

T. de la Rosa wrote:

The key differentiator between a Manager and a Leader lies in what they need to deal with. A Manager deals with complexity; a Leader deals with change. In dealing with complexity, a manager is concerned with systems, processes, structures that promote efficiency and order within an organization.

In dealing with change, a leader is concerned with the notion of embracing and finding the opportunity in a future filled with change, crafting this opportunity into a Vision to inspire followers, and aligning the organization towards achievement of that Vision. A manager is concerned with efficiency, a leader with effectivity.

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LEADERSHIP

“What is the difference between Management & Leadership?”

P. Taylor wrote:

Management is about making the right decisions.
Leadership is about doing what's right.

G. Bubenick, Psy.D., Ph.D. wrote:

Good question. I define the terms as:
Leaders do the right things.

Managers do things right.

I think I poached this one from Ned Herrmann.

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LEADERSHIP

“What is the difference between Management & Leadership?”

S. Samuel, MBA, PMP wrote:

Leadership means focusing on others, while Management means focusing on tasks of others.

Leadership is a title given by those whom you follow and serve, while Management is a title given by those whom you pay a paycheck.

Leaders are visionary, while Managers are missionary.

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LEADERSHIP

“What is the difference between Management & Leadership?”

J. Poole wrote:

Managers vs. Leadership.

Managers are those who manage a team or process - making it function on a day to day.

Leadership is taking it steps further and seeing the vision, understanding the outcome and the achievables that need to take place. Growing the organization and making the dreams/visions come true.

Some managers are there to put ticks in the boxes - while leadership is there for the driving force.

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LEADERSHIP

“What is the difference between Management & Leadership?”

O. Smith wrote:

There is a distinction between the two concepts, but I believe they are interdependent. The most effective managers are able to carry out their responsibilities to meet the company's objective by leading and inspiring others to see how their individual contributions create the company's success.

M.J. Campo wrote:

Management is the support of process & verification of accountability to reach a specific outcome.

Leadership is vision, example & faith.
The biggest differentiator.....personality.

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LEADERSHIP

“What is the difference between Management & Leadership?”

K.V. Ramesh wrote:

You manage certainty and lead on uncertainty.

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Chakmakjian wrote:

A person can be effective in life by managing to stay out of their own way. In that way, everybody is a manager. A leader is someone who takes a bunch of people who are spending all their time managing to stay out of their own way and convinces them to solve problems that don't give back feedback immediately that they have been solved.

K. Brooks wrote:

Management is a caretaker's job, take care of this; manage that. It takes little vision or passion, although does require a lot of patience and understanding. Leadership is about vision and passion and urgency of time. Anyone can be a manager (some good some bad), but leaders lead, you following them is for better or worse. There is nothing wrong with being a leader, as long as you are leading everyone on a just and moral path.

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LEADERSHIP

“What is the difference between Management & Leadership?”

K. Stephens wrote:

Managers look over things and make sure people follow rules and guidelines in order to accomplish things. That to me is a job. Leadership on the other hand is influencing and inspiring people to do more than even they think they are capable.

Leaders provide the vision and let competent personnel fulfill that vision with limited guidance. In my experience managers have little trust, leaders have to have it and gain more influence by showing trust.

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LEADERSHIP

“What is the difference between Management & Leadership?”

N. Raglin wrote:

A manager oversees an individual or group. They are strategy focused and ensure that procedures are being followed in order to accomplish tasks.

A leader imparts a vision, empowering a team to act in order to accomplish goals or a particular task. A leader is able to provide guidance and coaching based on the skill assessments of those they are leading (including placing those in roles that will utilize their strengths and polish weaknesses).

Not all managers are leaders, and not all leaders are good managers. In my opinion, a manager can get the job done without having the best leadership skills. The question is, how effective are they? The ultimate package, as I define the most effective manager, is one that includes strong leadership skills. From my personal experience, as someone who has been a follower (report to) and a leader (as well as a manager), I have found the most effective situations to involve the direction of someone who can put the title of “Manager” aside and realize the contributions of all those involved. If you can empower your team to take ownership and have pride in their contribution, they will be more open to taking direction. Especially if you are a manager that “leads by example”.



LEADERSHIP

“What is the difference between Management & Leadership?”

R. Clarke wrote:

Leaders have vision, they inspire and guide others to achieve it

Managers have specific deliverables / targets to achieve and juggle the resource to do it

Leaders can be managers, managers can be leaders. the crux of it is the way in which it is done. That in turn has an impact on the perception of the individual trying to get the team/organisation there.

N. Singh wrote:

Management is a formally appointed position, and almost everyone accepts the designated person as his or her manager. However, in the case of leadership, it is the individual (follower) who voluntarily says, "I consider him/her as my leader!" And, it happens more rarely than we would like to think!

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Carullo wrote:

Management is about making it more efficient;
leadership is about challenging the norms.

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LEADERSHIP

“What is the difference between Management & Leadership?”

J. Rafter wrote:

Managers do things right. Leaders do the right thing.

M. Blunt wrote:

For me it's pretty simple. Leadership is getting resources committed to an objective, effort or cause they wouldn't normally commit to. Management is getting resources to comply to an objective, effort or cause set in front of them.

C. Beeson wrote:

Managers perform all manner of processes and endeavors, report/schedule/motivate/counsel etc., in order to meet deadlines, deliver projects and in general fulfill a vision.

Leaders conceive, communicate, espouse, evangelize and generally create a vision.

Great leaders are also exceptional managers and must be in order to see their visions realized.



LEADERSHIP

“What is the difference between Management & Leadership?”

B. Nilsen wrote:

Many great responses here, with the vast majority in support of the original premise of managements as a job (or function or position) and leadership as a role (or trait or individual quality).

The differentiator seems to be one of the level of "desire" in those who might follow (either by choice, influence, or position) with the difference being one of any number of either positive or negative motivators.

In my feel, a primary difference in leadership as opposed to management is one's acceptance of the status quo -- or, the lack thereof. Hyrum Smith once said "Leaders conduct planned conflict against the status quo." Personally, I like the image that statement brings to mind -- a leader stands at the forefront of change and progress, and that's a position in which more Managers need to place themselves!

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LEADERSHIP

“What is the difference between Management & Leadership?”

D. Hughes wrote:

Leaders lead people.

Manager manage tasks.

B. Christensen wrote:

Leaders don't manage; they lead.
Managers don't lead; they manage.

Study George Patton if you want to learn
how to lead.

Study Bill Gates if you want to learn how
to manage.

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LEADERSHIP

“What is the difference between Management & Leadership?”

S. Mills wrote:

There is a quote by Peter Drucker that says it all:

"Management is going things right; Leadership is doing the right things."

To me, what sets leadership apart from management is that managers follow a process and leader reinvents the process and makes it better. True leaders accomplish this without being told. I love seeing this type of initiative in my managers and more importantly in their salespeople. Leadership is something that can be accomplished at all levels within a company and should be encouraged.

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LEADERSHIP

“What is the difference between Management & Leadership?”

N. Johnson wrote:

Simple and without hyperbole...

"Management is making sure things are being done right. Leadership is making sure the right things are being done."

To give credit due, I *think* I heard this from Vejay Verma...

C.S. Ionescu wrote:

While I agree with most of the visions detailed as answers to this question things tend to get a life of their own in reality.

While leaders are the ones creating and shaping vision, change, culture and strategy the managers are the ones that must give life to these things; integrate them in real life; give them a meaning, scope and purpose and ultimately working with their teams from top to bottom (him included) in order to achieve the desired output with the designated input.



LEADERSHIP

“What is the difference between Management & Leadership?”

M. Gabriel, MBA; MA (Ind Psy) wrote:

Drucker’s quote: "managers do things right, while leaders do the right things!" is very insightful, and this quote along with many of the responses to your question infer that the managers of the future (or very effective managers) are leaders that can analyze the landscape and identify and exploit the lever of greatest impact.

However, I’d like to think about it in a broader way; that is, management refers to “managers of others” and leadership refers to everyone in the organization that initiates and implements an improvement within their work environment. Modern performance management systems have evolved to include an overall performance rating that comprise 50% of leadership behaviors (e.g. participates in change, holds self accountable, develops and motivates self and others, excellent communicator, culturally aware, etc.).

This is illustrative of a trend of anyone in the organization being considered as leader, and is especially important in facilities that are union free. A key strategy, amongst many others, for remaining union free is engaging employees in business improvement and recognition processes. When all employees feel responsible for and is rewarded for identifying opportunities and initiating improvements in their work area then it removes an “us” and “them” mindset. When employees experience and believe that they too are leaders in the company, it can also enhance pride and commitment, and drive a culture where everyone is a master of their own destiny.



LEADERSHIP

“What is the difference between Management & Leadership?”

D. Kallick wrote:

Although others have suggested that leaders can come from anywhere in the organization, management has to create an environment where leaders can flourish.

T. Staniak wrote:

Already a lot of great answers, but most of them refer strictly to the term job and circle around it.

So simply put: management is a set of tasks, behaviors which you can *learn* in the process of career development. Leadership is a set of "soft" skills that strictly relate to one's character.

That's why you can have great manager who will never be a leader - he lacks the character to get the most from the people

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LEADERSHIP

“What is the difference between Management & Leadership?”

B. Scibienski wrote:

Leadership (leading) may be used in defining management, not vice versa.

Management comprises planning, organizing, resourcing, leading or directing, and controlling an organization (a group of one or more people or entities) or effort for the purpose of accomplishing a goal.

Leadership may not be a positive or for good. (i.e.. Manson, Hitler: Great Leaders, great Leadership skills.

Leadership may be:

The ability "to get people to follow voluntarily."

Those entities that perform one or more acts of leading.

The ability to affect human behavior so as to accomplish a mission designated by the leader.

There are also natural leaders, in primates, in lions and lemmings.

Good management has good leaders, Good leaders may or may not be good managers.

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Parikh wrote:

Leadership - it is a vision of a person which takes him there and the one who can visualize the external factors before articulating can plan effectively.

Management - it is the simple administration of the tasks that have planned by the leader and delegated to his team for implementation.

Thus, leadership is a holistic view from outside in and management is a view which helps in executing the vision from inside out.

P. Mazzuca wrote:

A manager "handles" tasks while a leader will typically have a vision and get others to follow. I

n other words, followership is a key part of becoming a real leader.

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“What is the difference between Management & Leadership?”

B. Wondergem wrote:

The key difference between management and leadership is the belief system and passion that leadership emits. Leadership stirs emotion and creativity. Management handles sets of tasks and works within defined roles. It is leadership that changes organizations. The combination of great leadership and management is a key factor in a well run company.

V. Desai wrote:

In my opinion, leadership encompasses management. Every leader is a manager but every manager cannot lead. To lead by definition is to guide, be the forerunner and a vanguard and this I feel are the critical differentiators between the two.

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LEADERSHIP

“What is the difference between Management & Leadership?”

J.F. Bland wrote:

Management is bureaucratic, putting things in their place, making things neat and tidy.

Leadership is good management plus being moral, inspirational, forward looking, full of the golden rule, loyal, high integrity, selfless and trust.

Truman once said that leadership is the art of getting people to do something they don't want to do.

V. Ramachandran wrote:

Management is someone who you have to follow, leader is someone who you like to follow.

A leader need not be your boss.

Good leadership is always great management, not necessarily vice versa.

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LEADERSHIP

“What is the difference between Management & Leadership?”

M. Alston Jr. wrote:

Management is the tactical approach to getting things done through people and systems.

Leadership is the strategic approach that works to align your people and systems to achieve their goals now and in the future.

The key differences are leadership is strategic and must look at the impact decisions will have now and in the future.

D. Crotty wrote:

My view is that Leadership is generally an innate skill which is imparted through who and how you are.

Management is generally a taught skill which is imparted through what you are and what needs to be done.

Neither are mutually exclusive, but both are required for success in terms of enablement (leadership) and delivery (management).

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LEADERSHIP

“What is the difference between Management & Leadership?”

S. Thondaman wrote:

Leadership provides the vision, the path that one can follow to glory.

Management is about choosing the followers, ensuring that they follow the path and vision to glory.

C. Gervais wrote:

Management is dealing with complexity. Leadership is driving change. In an ideal world, both functions support each other to drive the business.

Both are jobs. You could argue that great leaders are born and great managers are trained, but then you'd get all meta rather quickly.

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LEADERSHIP

“What is the difference between Management & Leadership?”

K. Bardhan wrote:

Leadership is about vision, strategy, understanding the problems and defining the objectives and goals.

Management is planning, execution and implementation of these goals and objectives.

For example the President of a country has to be a good leader who can understand the issues, provide solutions and set clear objectives/goals. He/She needs support from management teams to execute the goals/objectives.

P. Ballin wrote:

Leaders can take you to where you (and often they) have never been before. They may also manage,

Managers organise, decide, plan, execute: and sometimes lead as well.

The distinction gets easier for me when I think of the related verbs: to lead, to manage.

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“What is the difference between Management & Leadership?”

L. Whitburn wrote:

Management are administrators set budgets, write business plans and monitor progress with the business. Leaders on the other hand, get organizations and people to change. There is a more useful distinction between management and leadership: Management is a function that must be exercised in any business, leadership is a relationship between leader and led that can energize an organization.

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LEADERSHIP

“What is the difference between Management & Leadership?”

C. Morgan wrote:

To me leadership is above the trees, seeing around corners, and inspiring people to a shared vision. It is about effectiveness and results.

Management is equally important and is about efficiency, process, and behaviors--the how to's required to cause the outcomes.

Just a thought.

V. Almeida wrote:

I think the major differentiator of leadership vs. management is the attitude. A manager is satisfied in achieving good control over results and doing a neat, smart plan whereas a leader challenges its team with a ambitious vision. The outstanding executives and entrepreneurs are those who have both attitudes: create, develop and control a plan like a manager plus lead a team to implement the plan.

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LEADERSHIP

“What is the difference between Management & Leadership?”

R. Weiss wrote:

Leadership is strategic, long-term and future-oriented. Great leaders have the ability to envision a desired future goal, to powerfully communicate their vision, and to inspire others to help them reach a shared goal.

Management is tactical, shorter-term and oriented in the present. Good managers ensure that goals are achieved, that deliverables are met, and that costs are controlled. Great managers show appreciation to the people doing the work, and help them recognize how their work is contributing to achieving the overall goal or vision.

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LEADERSHIP

“What is the difference between Management & Leadership?”

D. Andrews wrote:

Twelve distinctions between the two groups (Warren Bennis -1989):

Managers administer, leaders innovate

Managers ask how and when, leaders ask what and why

Managers focus on systems, leaders focus on people

Managers do things right, leaders do the right things

Managers maintain, leaders develop

Managers rely on control, leaders inspire trust

Managers have a short-term perspective, leaders have a longer-term perspective

Managers accept the status-quo, leaders challenge the status-quo

Managers have an eye on the bottom line, leaders have an eye on the horizon

Managers imitate, leaders originate

Managers emulate the classic good soldier, leaders are their own person

Managers copy, leaders show originality

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LEADERSHIP

“What is the difference between Management & Leadership?”

R.A. Johnson wrote:

Management is a profession... Leadership is a calling!

Managers more often than not gets “must do” performance out of their staff. Most staff, unless highly self motivated, will run at 50%-60% of their capacity. Under 50% on a bad day.

Leaders consistently gets “will do” performance! Most staff members run at a 90%-95% clip consistently and run 70% on bad days.

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LEADERSHIP

W. Elledge wrote:

Discussing the difference between management and leadership is detrimental to both leadership and management. It is true that each is different, but there are very few leaders who succeed without managing, and very few managers who succeed without leading.

Many of the other answers (and a plethora of books and periodical articles) accurately describe the difference, but good managers lead and good leaders manage. It is true that leadership is about influence, while management is about efficiency. It is also true that managers are tacticians and leaders are strategists. But strategy without tactic (or vice versa) is not as valuable as having both. The same goes for influence and efficiency.

A previous answer discusses Kotter's great 1990 article from Harvard Business Review (HBR). The article is great (I keep a copy on my bookshelf at home and at the office). According to the article leaders set direction, align people, and motivate/inspire, while managers plan/budget, organize/staff, and control/problem solve. Tell me how do you set direction without planning? Or how do you align people without staffing? How do you motivate/inspire without problem solving? Other good HBR articles include Cialdini (2001, Harnessing the Science of Persuasion), Collins (2005, Level 5 Leadership), and Goleman (2004, What Makes a Leader). All of these articles discuss leadership very well.

As good as it is, the Zaleznik article (HBR, 1977) that sparked much of the differentiation between leadership and management has spawned an industry of leadership gurus which have in turn caused many to aspire to leadership without confronting the reality and the importance of management. Neglect of management skills detracts from the ability to lead.

Much of the result from discussing the differences leaves the "learner" thinking leadership is better. People therefore focus on leadership, but you can't do one (well) without the other. Good management requires good leadership. Good leadership requires good management.

By the way: I don't mean my answer to be antagonistic or critical of any profession.

I firmly believe that the world needs better leadership and this will come partly from training.

What I write is my honest opinion and something I feel is lacking from leadership education (both in MBA programs and on the bookshelves of bookstores).



LEADERSHIP

“What is the difference between Management & Leadership?”

K. Tupman MCGI wrote:

I think that for true unity of effort, the 2 disciplines of leadership and management should not be considered as mutually exclusive, in the context of one vs. the other.

A truly capable leader will possess not only the innate ability to inspire people to go places where they may not necessarily want to, but will invariably possess a number of fully formed and nascent management skills too.

The above may not follow in the case of the truly competent manager, whose main role could be seen as marshalling assets, such that they impact in the most positive fashion on any corporate or organisational mission.

Essentially, good management can be achieved in extremis from an eight by eight cubicle with a phone and an internet ready laptop. Leadership cannot...

As a discussion point: do we really develop and encourage leadership, or rather, do we develop and encourage followership?



LEADERSHIP

C. Cunningham wrote:

I think that some of the answers here might be a little misleading in the sense that so many people seem to see a great distinction between the two, management and leadership. A leader quite simply is a person who leads. More directly, a guiding or directing head of an organized unit. Leadership is the position or function of a leader. Management is the person or persons controlling and directing the affairs of a business, school, institution, etc.

About the only clear distinction that I see between the two is that the leader may or may not know that he or she is in a leadership position and may or may not want that role. While the manager clearly knows that he or she has roles and responsibilities related to the organization. Fundamentally, the leadership role and management role can be interchanged, assuming that you understand the one thing that makes them different, the appointment of the manager role. But that interchange would cease in the case of the unwanted leader.

For example, a good manager is also generally a good leader. This person sets good examples, mentors his or her direct reports. Sue is a good manager because we can learn a lot about the business by watching her work. A office leader might be a manager or an "eager beaver" employee who sets the tone for the organization. Bob arrives at six every morning, sells all day, and is the last one to leave at the end of the day. If we all worked as hard as Bob this company would be number one.

In our example, both Sue and Bob are leaders, role models in the office arena, but when the third quarter numbers come up short, its going to be Sue in the bosses office and not Bob. That is what being tagged with a management role means, it means that you are responsible for what goes on at your business. A leader may or may not have that responsibility, but regardless having other responsibilities does not affect the way they lead in the office environment.

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LEADERSHIP

“What is the difference between Management & Leadership?”

M. Johnson wrote:

Managers do things right.

Leaders do the right things.

Not sure who said it.

C. Beldon wrote:

You manage a process, you
lead your people.

T. Wohn wrote:

I think Stephen Covey said it best...

"Management is efficiency in climbing the
ladder of success; leadership determines
whether the ladder is leaning against the right
wall."

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LEADERSHIP

“What is the difference between Management & Leadership?”

R. Canlas wrote:

I'm borrowing from some experts on this.

Management is concerned about preserving status quo by using elements of structure, organization and procedure. It's about using tried and tested solutions, or at least, solutions guaranteed to work; it's about making the soundest decisions possible without really considering how people may feel. Good managers are very "outward" oriented.

Leadership is about questioning the status quo and finding new answers. It is about making decisions quickly, even in the face of uncertainty. It is about conviction in the face of doubt. Good leaders have strong "inward" orientation -- they are comfortable with self-reflection and empathy.

To quote Kouzes and Posner in *The Leadership Challenge*: "Leadership begins where management ends, where the systems of rewards and punishments, control and scrutiny, give way to innovation, individual character, and the courage of convictions."

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LEADERSHIP

“What is the difference between Management & Leadership?”

R. Cravens wrote:

Managers are go to people for getting the job done, overseeing another group of individuals. Leaders are those who not only can do what they are trying to teach others, but inspire and motivate while leading. I believe that the greatest managers are those who are natural leaders. Leaders command respect by their knowledge and ability to get things done with the team work they inspire.

I have met a lot of great managers but so few were great leaders.

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LEADERSHIP

“What is the difference between Management & Leadership?”

T. Gault wrote:

Leaders assess the environment, point and say, "Go there."

Managers figure out how best to navigate the journey.

M. Hortiatis wrote:

Manager: has technical (management) ability - sets objectives (someone else's vision) - manages people

Leader: has a vision - has a plan - people follow the vision/leader or "get on the bus" (who said that?)

In other words, a manager has concrete tasks to perform to reach an objective whilst a leader has something less concrete more directional and perhaps "new" ...

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LEADERSHIP

“What is the difference between Management & Leadership?”

V. Annapragada, PMP wrote:

Managers want everything to be in "Order." Leaders want to "Control" everything.

I would compare Managers with airhostess on an airplane. They are always trying to keep things and people in order. They have excellent communication skills, multitasking abilities, time management skills. They ensure everything is in order throughout the duration of the flight.

Leaders are like pilots on the airplane. Cut off from the rest of the action in the plane. Totally focused on flying the plane to its destination. Facing turbulences en route. Have a clear flight plan in front of them. Knowing where they are going, how they will get there, and when they will get there. They ensure they are in control of the aircraft throughout the duration of the flight

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LEADERSHIP

“What is the difference between Management & Leadership?”

J. Jayant wrote:

Leadership and management are both EQUALLY IMPORTANT, but they seek to do different things..

For Instance..

- 1) The manager administers; the leader innovates.
- 2) The manager maintains; the leader develops.
- 3) The manager accepts reality; the leader investigates it.
- 4) The manager focuses on systems and structures; the leader focuses on people.
- 5) The manager relies on control; the leader inspires trust.
- 6) The manager has a short-range view; the leader has a long-range perspective.
- 7) The manager asks how and when; the leader asks what and why.
- 8) The manager has his or her eye always on the bottom line; the leader has his or her eye on the horizon.

- 9) The manager imitates; the leader originates.
- 10) The manager accepts the status quo; the leader challenges it.
- 11) The manager is the classic good soldier; the leader is his or her own person.

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Ballal wrote:

The most significant differentiator is the first one, concluded by negation, looking at the negative aspect:

- 1) Having a vision which is not turned into action, i.e. instilled and taken on, is a dream.
- 2) And if there's no vision, there's either a weak story or no further story. In both these cases there's neither leader nor manager, neither compass nor rudder in the true sense.

Hence the most significant differentiator of all differences, including those not given here, is the first difference.

Hope this helps.

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LEADERSHIP

“What is the difference between Management & Leadership?”

C. Faurie wrote:

The difference between manager and leader has been made by Philip Kotter (KOTTER, John P., What Leaders Really Do, Harvard Business Review, May- June 1990.)

Leaders "lead change" (i.e they detect the need for change and they have it succeed - cf. Kotter's book: "Leading Change"). Managers implement decisions. (do the right thing vs do things right.)

L. Romano wrote:

The biggest difference is that management is more related to "organize the work" while leadership is related to "an external recognition of your own capabilities and competences". A good leader can be a bad manager and vice versa.

At least this is my personal point of view.

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LEADERSHIP

“What is the difference between Management & Leadership?”

R. Santiago wrote:

Management is a responsibility, leadership is an aptitude, something from your inside.

From my point of view is quite difficult "to make" a good and real leader, but you only need to get the appropriate knowledge to become a great manager. It doesn't mean you will get the people support. Manager and leader is not the same thing.

Jesus Christ was a leader, but not a manager. George W. Bush is a manager, is he a leader?

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Bennett wrote:

One of my favorite quotes:

"Managers are concerned with stability and the preservation of predictability, while leaders challenge the status quo and create change (Zaleznik,1970).

A person in this state abandons the familiar in pursuit of a desired outcome; the person becomes a leader in the practical sense of getting done what is needed but not occurring (Hackman & Walton, 1986)."

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LEADERSHIP

“What is the difference between Management & Leadership?”

S. Lachaga wrote:

That's a fair statement I think. Great managers can also be great leaders and vice versa however there is a core difference to me.

Managers are usually all about the here and now, the day to day bottom line activities within their remit. Leaders have a view to the horizon and beyond, a vision to take a business or process to new places and the courage to communicate that vision even in the face of strong opposition.

"Managers make sure things are done right. Leaders ensure the right things are done." To paraphrase a quote I cannot attribute.

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LEADERSHIP

“What is the difference between Management & Leadership?”

F. Williams wrote:

My view: leadership is about setting direction and creating organizational culture, while management is about making sure things get done efficiently and correctly.

I like John Maxwell's one-word definition of leadership: influence. Put another way, leadership determines which direction you travel, while management maps out and manages the trip.

This is a simplistic analysis, but in my view it sums it up.

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LEADERSHIP

“What is the difference between Management & Leadership?”

M. Massetti wrote:

Leaders set the destination, managers navigate the roads to get there.

Leaders develop a strategy, managers put the plans in place.

Leaders set the goals, managers achieve the results.

I believe a person can be both a leader and a manager, so long as they have the intellectual and behavioral capacity to realize they are wearing two different hats.

I believe leadership is a trait that cannot be taught. One is born with leadership skills. Leaders can be trained to improve.

Great question. A ton of excellent answers, too!

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LEADERSHIP

“What is the difference between Management & Leadership?”

W. Werner wrote:

Management ability to conduct, perform

Leadership ability to inspire, over perform

Leaders are Charismatic!

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G. Lo wrote:

To me, management may be a vocation and leadership might manifest a vision.

I think that not all managers need be leaders, but that leaders must occasionally of necessity display some of the manifestations of management.

Perhaps it is the implicit expectation that managers ought to more often behave as leaders which can lead to a sense of disenchantment with the structure of many enterprises, I recommend conditioning such irrational exuberance.

I feel that management may constitute a profession and a career and that leadership may represent a calling, an ideal and an abstraction.

One may be engaged to professionally manage, to follow policies and practices and procedures and along the lines of defined duties.

Leadership is not always essential for all tasks, many functions can be performed in compliance with well-defined guidance and administration, which I believe is distinct from leadership.

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LEADERSHIP

“What is the difference between Management & Leadership?”

J. Kaiser wrote:

LEADERSHIP is the most important. Like you mention, a "manager" is a job and in all honesty anyone can manage but not all can lead. And there is no rule that says a Leader can not be a Manager. In fact, it should be a requirement for all managers to be leaders.

A leader does not always have to be in the forefront as he/she understands to let members of his/her team take the lead - based off strengths - while s/he stays in the background regardless if those taking the lead are direct reports, peers or senior to them. They motivate - which is part of leadership - to keep things moving in motion and they have a vision of the future and help you share in that vision so you are on-board. Managers manage tasks to get to the vision but often only see the portions they are managing rather than the whole picture. A leader sees it all, moves it all, and helps others get there as well.

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LEADERSHIP

“What is the difference between Management & Leadership?”

R. Hollandsworth wrote:

"You manage things.

You lead people.“

- Dr. Covey

J. Ridley wrote:

Managers have Responsibility; Leaders have Influence.

Management is about having the Responsibility to accomplish a set of goals. The Manager has (should have) the ability to plan/execute/coordinate the appropriate functions toward achieving the desired end result. Managers are given Authority by external sources.

The Leader has the ability to Influence others to accomplish goals. This could be the achievement of shared goals or an emulation of the way in which Leaders accomplish his/her goals. Leaders assume authority by internal sources.

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LEADERSHIP

“What is the difference between Management & Leadership?”

D. Sen wrote:

I would say a manager delivers within systems constraints and a leader goes beyond the system to deliver - implying changing the system for the better.

This may become somewhat subjective and relative.

Deming was a great leader in the "System of Quality Movements" but only a manager in the "System of the World". Washington, MLK and Gandhi were great leaders in the "System of the World".

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LEADERSHIP

“What is the difference between Management & Leadership?”

H.C. Sarnar wrote:

The simplistic distinction is that management is about controlling where as leadership is about inspiring or moving people. Followers are instructed to do by a good management; followers just do on their own by inspiration of a good leadership.

A. Garoo wrote:

Manager perform duties to earn their salaries and manage perceptions to keep their jobs. They do so by using tools, Carrot & Stick or Appraisal management systems etc. Their actions are directed towards performing said tasks/performance contracts. They have short term goals and tactical in nature.

Leaders live with a vision and set Goals with high standards of integrity. They act as enablers in smoothening processes, increasing efficiency by creating a HIGH PERFORMANCE team and keeping them together cohesively. They become ROLE models and develop others as future Leaders, without fearing competition.

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“What is the difference between Management & Leadership?”

D. Rooney wrote:

I've spent 12 years studying leadership through attending professional seminars and focused reading on this topic. John Maxwell is a stellar author/authority. In a nutshell, leaders have a vision for their team members, a caring charisma and energy, a trust to let people work independently, and the desire to help people grow. Maxwell writes about "Leaders' Math" with an example of NFL coaching that I think is spectacular.

Management is a focus on corporate level rather than on the relationship with team members. While leadership works to grow people to optimize their talents to benefit the team, managers emphasize differences in responsibilities and career levels, so the daily flow is more stilted. Daniel Goleman does an excellent job of discussing leadership styles in his book "Emotional Intelligence"

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“What is the difference between Management & Leadership?”

L. Michalski wrote:

A leader is best
When people barely know that he exists,
Not so good when people obey and acclaim him,
Worst when they despise him.
Fail to honor people,
They will fail to honor you.
But of a good leader, who talks little,
When his work is done, his aim fulfilled,
They will all say: "We did it ourselves" (Lao-tzu).

J.H. Brondum wrote:

You can not manage people in the
battle field - you have to lead...!

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LEADERSHIP

“What is the difference between Management & Leadership?”

A. Coombs wrote:

People do not want to be managed they want to be led!

Management: Administrative priorities should include written plans, clear organizational charts, well documented objectives, frequent reports, regular evaluations of performance against objectives, etc...

Leadership: Leaders provide visionary inspiration, motivation and direction. Leaders generate an emotional connection between the leaders and those they lead. Leaders attract people and ignite them to put forth incredible efforts in a common cause.

If you want to manage someone manage yourself... when you have mastered that you will then be in a position to truly lead others.

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LEADERSHIP

“What is the difference between Management & Leadership?”

G. Ferrett wrote:

The key difference is that the role of leadership is an 'earned' role.

When I approach an organisation the first thing they tell me is where everyone 'sits' in the organisation and who reports to who. While this is interesting information, what is more interesting is "Who listens to who?" and "Who influences who?".

In one organisation of over 10,000 people I discovered that there were only five people that made all the decisions - and that only one of these were either on the board of directors or senior management team. The CEO was stunned to learn that the real leaders of the organisation were 2 or 3 levels down the formal chain of command.

The power of an organisation can be unleashed when it begins to understand where leadership comes from and recognise that leadership. Great leaders are often poor managers - and both roles need to be cultivated.

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LEADERSHIP

O. Ballesta wrote:

1: A leader is an inspirational, passionate and proactive professional who due to his/her talent is a benchmark to other co-workers, who want succeed like them and learn to be influential in the enterprise's framework.

A manager is an operational and/or functional driven professional whose focus is oriented to ensure operational excellence in those operational issues, financial performance, talent management and marketing strategies relevant to his/her managerial function.

2: A leader has innate talent to be creative, willingness to introduce enterprise innovation and eagerness to boost financial performance, increase market share and develop consistently business strategy.

A manager has the learned skills, the operational knowledge and a faithful observance to industrial standards, key processes indicators, quality assurance processes and industrial benchmarking to ensure business continuity and operational excellence.

3: A leader has the willingness to feel him/her encouraged and face proactively any kind of situation nevertheless of the risk and cost involved. Additionally, a true leader has the empowerment and charisma to motivate to others in the achievement of these goals no matter how challenging and tough these could be.

A good manager has the operational knowledge, adherence to corporate policies and observance to relevant industrial standards to assume business and/or operational incidences calculatedly by facing a predetermined and a well-known risk. A good manager inspires in his/her co-workers and team players trust, due respect and obedience.

4: An effective leader is by nature a self-confident person who has the courage to overcome doubts, uncertainties and fears while being upbeat even beyond of him/her personal limitations, business constraints, odd appreciations and envy of co-workers.

An effective manager is by learning and experiences a self-confident professional that usually has developed the commitment to overcome doubts, uncertainties and fears by looking for expert advice from seasoned consultant and/or true leaders that help him/her to get through inhibiting behaviours and personality constraints.



LEADERSHIP

O. Ballesta wrote (con't):

5: A leader has open mindset and humility to learn effectively from mistakes or failures, and by this way internalize experiences that can be used advantageously in life, business and/or management.

A manager has developed a structured viewpoint and a pragmatic mindset to learn from mistakes and failures those relevant lessons that could be useful to improve operational dynamic, financial performance and/or marketing plan.

6: When a disruptive change is approaching a leader has remarkable sensitivity to anticipate it, intuitiveness to capture its real meaning and talent to turn what it seems to be an apparent menace in a true opportunity to learn, assume, decide and succeed.

When a disruptive change is approaching a good manager usually exhibits a remarkable capacity of analyzing objective facts and develop through of him/her sense of urgency the set of policies and decisions that allows to him/her mitigate the effects of a disrupting change by applying reduction of the scale of operations; organizational restructuring and/or budget's reduction decisions to cut costs.

7 A real leader is a driving force to catalyze effective changes in an enterprise-wide context, is an instrumental one to provide wealth, social progress and economical well-being, and is a professional who has been successful to break the moulds and stereotypes imposed restrictively by our society and our business environment.

A good manager is instrumental to ensure operational continuity and excellence; motivate to employees to achieve corporate goals and get them aligned with business strategy; he/she is helpful to preserve a good climate in the workplace and manages the knowledge, business practices and policies that defines culturally to any organization.

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LEADERSHIP

“What is the difference between Management & Leadership?”

P. Jaumann wrote:

Contrary to a lot of answers, management vs. leadership roles don't have to and shouldn't be mutually exclusive.

The best companies have leaders that can be successful in both roles, often as needed at any given time for any given project.

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LEADERSHIP

“What is the difference between Management & Leadership?”

F. Courtney wrote:

Management is what poor leaders do whilst they delude themselves...

Leadership is about sharing your vision and values and motivating people along the journey through your own actions and attitudes.

G. Robinson wrote:

Great foundational question. It seems there is a common consensus.

May I suggest a follow-up question, that may spark debate? One of my personal favorites is, “Can Leadership be taught or does it require some natural talent or unique personality trait(s)?”

P.S. Thanks for the Leadership group!

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“What is the difference between Management & Leadership?”

T. Isaacson wrote:

There are a lot of ways to answer this question. In fact, there seem to be at least 63 ways to answer it (see list). Here are a few others possibilities:

Managers see people as resources to help them achieve a goal whereas leaders see people as whole people.

Managers view their position as something they earned. Leaders view their position as a stewardship, an awesome responsibility of which they strive to be worthy.

Metaphorically, a manager asks his people to wash his feet. Leaders take the opposite approach.

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LEADERSHIP

“What is the difference between Management & Leadership?”

J. Peacock wrote:

In the end, Leaders are the folks that you wish you had a complete team of. Leaders need to help managers become leaders.

John Maxwell says, "Everything rises and falls on leadership." Managers typically have more "falls."

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~ The End ~

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