



LEADERSHIP

VS

MANAGEMENT



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1

Definition

Leadership means "the ability of an individual to influence, motivate, and enable others to contribute toward the effectiveness and success of the organizations of which they are members."

Management comprises directing and controlling a group of one or more people or entities for the purpose of coordinating and harmonizing that group towards accomplishing a goal.

2

Personality Styles

Are often called brilliant and mercurial, with great charisma.

They are comfortable taking risks, sometimes seemingly wild and crazy risks. Almost all leaders have high levels of imagination

Tend to be rational, under control problem solvers. They often focus on goals, structures, personnel, and availability of resources.

Managers' personalities lean toward persistence, strong will, analysis, and intelligence.

3

Orientation

People-oriented

Task-oriented

4

Focus

Leading people

Managing work

5

Outcomes

Achievements

Results

6

Approach to tasks

Simply look at problems and devise new, creative solutions. Using their charisma and commitment, they excite, motivate, and focus others to solve problems and excel.

Create strategies, policies, and methods to create teams and ideas that combine to operate smoothly. They empower people by soliciting their views, values, and principles.

They believe that this combination reduces inherent risk and generates success

7

Approach to risk

Risk-taking

Risk-averse

8

Role in decision-making

Facilitative

Involved

9

Styles

Transformational, Consultative & Participative

Dictatorial, Authoritative, Transactional, Autocratic, Consultative and Democratic

10

Power through

Charisma & Influence

Formal authority & Position

11

Organization

Leaders have followers

Manager have subordinates

12

Appeal to

Heart

Head