

Leadership vs Management

Where's the forest and how do I get out of these trees?

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The Debate Is On



Which street are you on?



Managers

- Deal in predictability, efficiencies and status quo
- Work *in* the system
- Reactive
- Control risks
- Enforce rules and SOPs
- Seek and then follow direction
- Power is through authority
- Coordinate effort
- Provide instruction

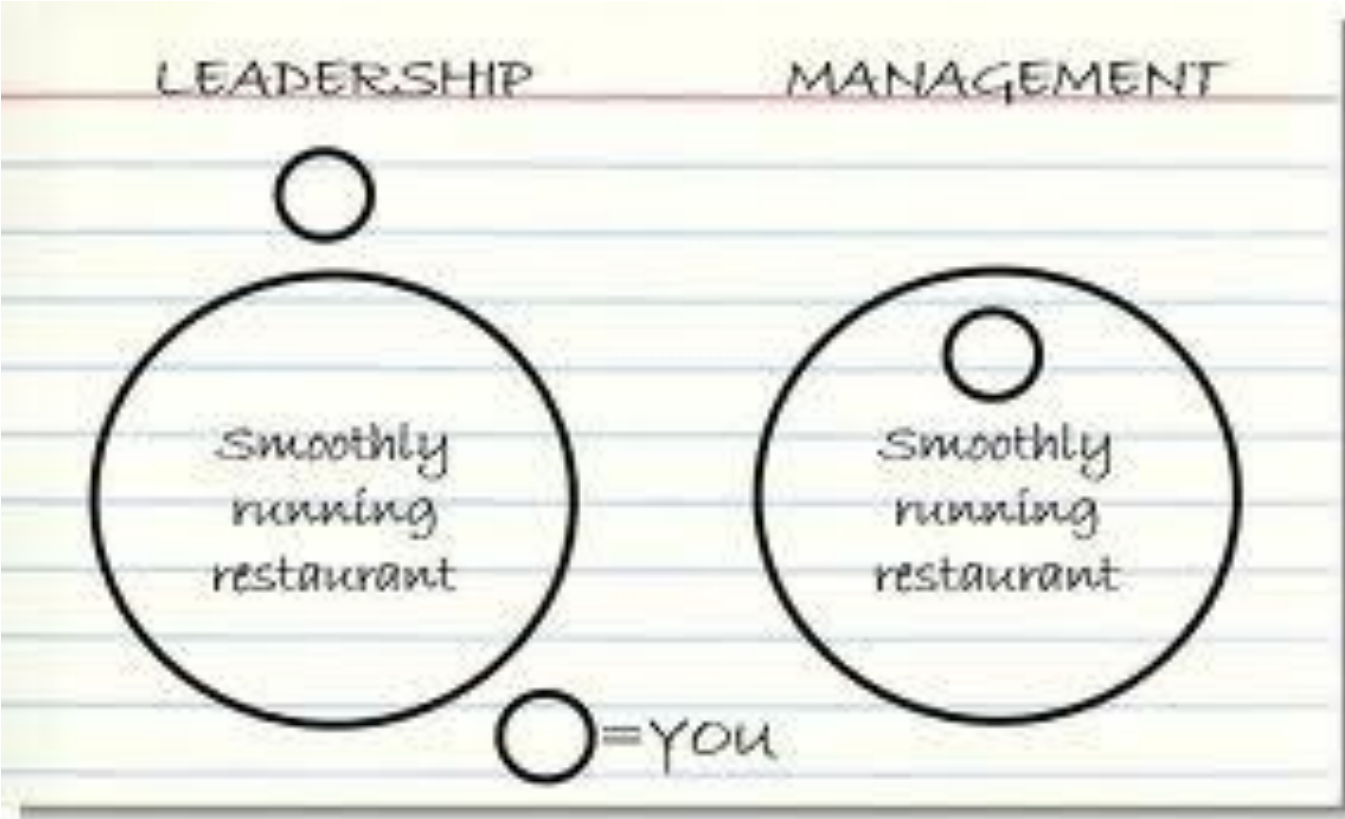
Leaders

- Deal with Change
- Work on the system
- Proactive
- Seek opportunities
- Change organizational rules
- Provide a vision to believe in
- Power is by inspiration
- Inspire achievement, energize people
- Coach followers, create self-leaders, empower people



Subject	Manager	Leader
Essence	Stability	Change
Focus	Managing work	Leading people
Have	Subordinates	Followers
Horizon	Short term	Long term
Seeks	Objectives	Vision
Approach	Plans details	Sets direction
Decisions	Facilitates	Makes
Power	Formal authority	Personal charisma
Energy	Control	Passion
Dynamic	Reactive	Proactive
Persuasion	Tell	Sell
Style	Transactional	Transformational
Exchange	Money for work	Excitement for work
Likes	Action	Striving
Wants	Results	Achievement
Risk	Minimizes	Takes
Rules	Makes	Breaks
Conflict	Avoids	Uses
Direction	Existing roads	New roads
Truth	Establishes	Seeks
Concern	Do it right	Do what's right





Qualities in common

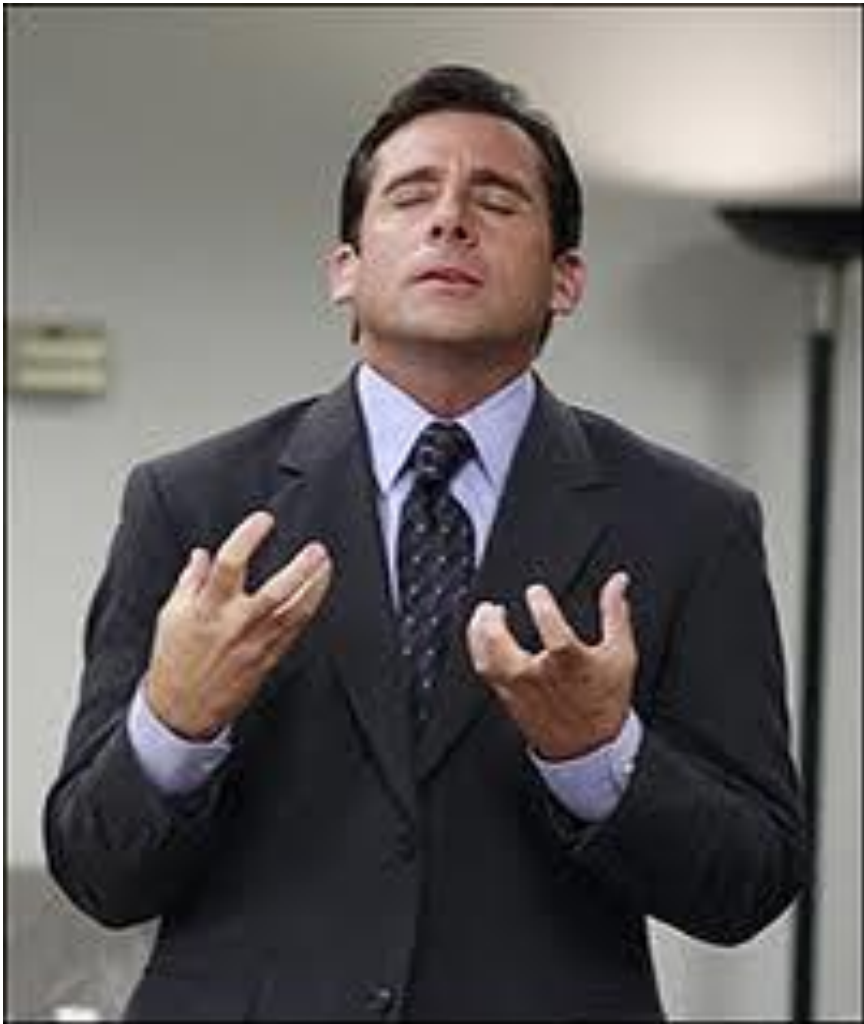
- High emotional intelligence
- Commitment
- Integrity
- Accountability
- Respect



Manager or Leader?















- Who are *you*?
- What does your job require?



Matt's Nuggets of Knowledge

- Ask the question, “Which skill set do I need in this situation?”
- Visit mindtools.com
- Read Michael Gerber's, [The E-myth](#)





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