



Leadership vs. Management

The topics of management, leadership, and the distinction between the two continue to fill row of bookshelves in libraries and bookstores. One of the possible reasons for the endless pursuit of knowledge in these areas is that management is considered as a set of disciplines that can be taught and learned while leadership has an elusive quality that is not easy taught in the classroom. In fact, a recurring popular debate is a question, "Are leaders born or are they made?"

Consider a definition of the two terms. The following definitions are in terms of responsibilities of the respective roles.

Management: responsible for producing a degree of predictability and order.

- planning
- budgeting
- organizing
- controlling
- staffing

Leadership: responsible for producing change, often to a dramatic degree, and has a potential for producing extremely useful change.

- establishing direction
- developing people
- motivating
- inspiring

From the attributes above it is clear that leadership deals more with people and relationships than management does. Because of this fact, the variability of data is extremely different. Managers strive to make decisions with complete data. In fact, many managers have problems making decisions at all without complete data. Leaders on the other hand are required to make decisions with incomplete data. This situation requires the use of intuition and experience. Leadership also must deal with a variance of opinions of multiple stakeholders and stakeholder groups.

MAKING PROGRESS, MANAGING CHANGE

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