

Are you being a manager or a leader – or both?

So what's the difference and why is that important?

Typically, managers maintain things and leaders change things

Management is about 'what' and 'how'. Leadership is about 'why'.

Management is about the issues of the day, and leadership is about the issues of the future

Management is reactive and leadership is mostly proactive

Management is about coping with today's complexity, whilst leadership is about coping with change

Managers are responsible for getting tasks done on time/on budget; leaders are responsible for developing people to achieve the vision.

Which do you do mostly? What conflicts does this cause?

Or you can think of this as an example...

Leadership was what Noah used to get the ark built where there was no sea to sail on. Management was what he used to line them up two by two, and to prevent the elephants seeing what the rabbits were up to on the voyage...

A thought from Joanna Kozubka...

"There are times when a leader needs good, systematic management skills and times when a manager must inspire people. We have to be able to do both."

And from John Kotter...

"Leadership and management are two distinctive and complementary systems of action. Each has its own function and characteristic activities. Both are necessary for success in an increasingly complex and volatile business environment..."

Strong leadership with weak management is no better, and is sometimes actually worse, than the reverse. The real challenge is to combine strong leadership and strong management and use each to balance the other."

If you are struggling to combine both roles effectively, do contact me for a healthy conversation to ground the key issues for you. From there, we move forward to help you become the leader (and manager) you could be...

I look forward to hearing from you.

Peter peter@peterwelchcoaching.co.uk