

Differences in Management and Leadership

Managers

- make things (stuff) happen
- keep work on schedule by playing by the rules and making sure others do too.
- supervise details in all areas to minimize problems
- control people/system/output by manipulating their work
- focus on task
- reactive
- work in the system (play by the rules, keep current stuff going)

Leaders

- *create opportunities for things to happen
- *empower decision-making and process creation in others to get work done in best ways possible
- *trust team/community/organization with the details and allow team to seek possibilities
- *allow people to make their work their own
- *focus on people and creating space, energy and inspiration for them to succeed
- *proactive (create opportunities)
- *work on the system (work to bring change for good of all and keep “big picture” in mind)

Management

Planning
 Organizing an existing structure/hierarchy
 Measuring and controlling

Leadership

Creating vision
 Networking people and relationships for maximum collaboration and synergy
 Encouraging and coaching

Summary

M – replicate

M – check up

M – maintains control

M – eyes on the bottom line

M – rules

M – thinks incrementally

L – originate

L – check in.

L – trust and do not need to control everything

L – eyes on the horizon

L – is followed

L – thinks radically