



Module | Approaches to Research and Academic Communication
(LCDB7000)

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Leadership VS Management

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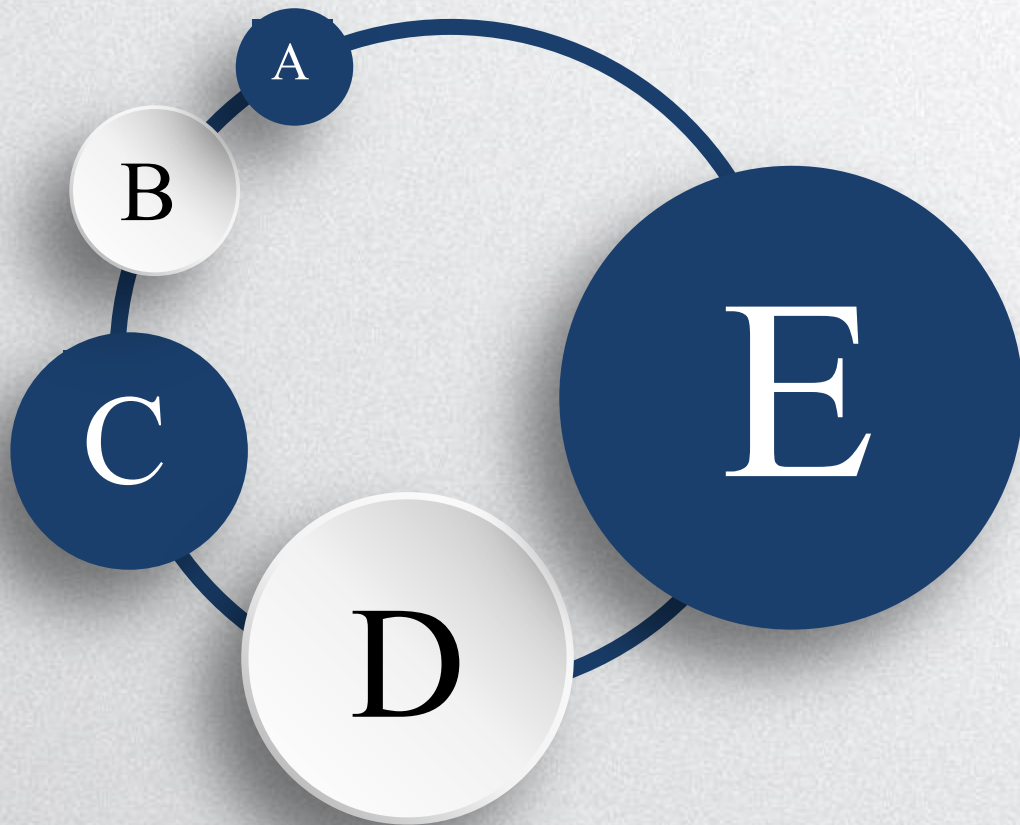


ASSUMPTION





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Management

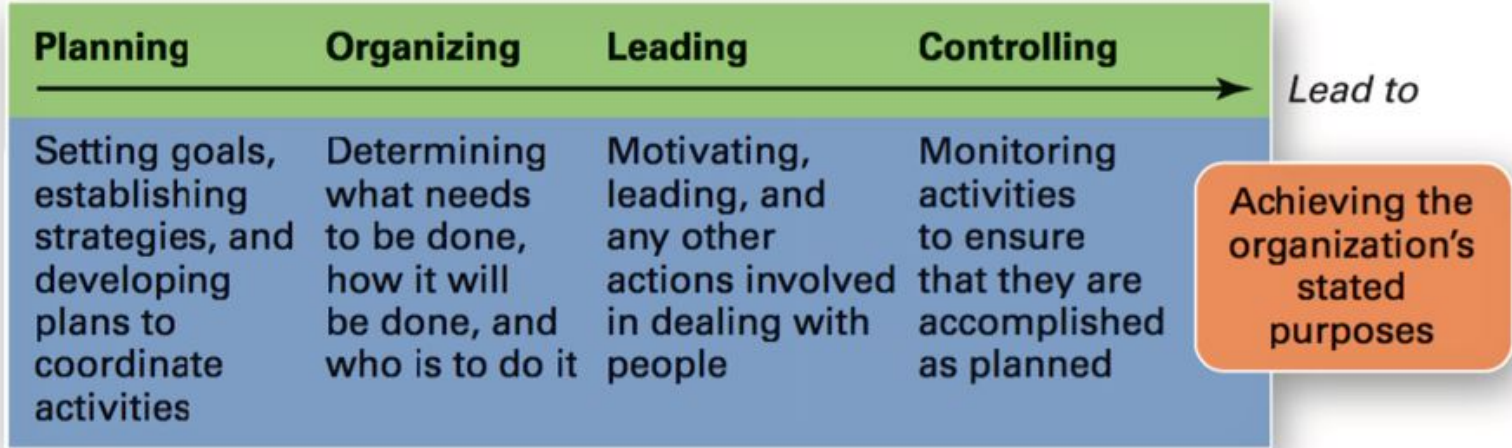
● Definition

Management is a multi- purpose organ that manages a business, manages managers and manages workers and work. (DRUCKER, 2017)

Management is a distinct process consisting of planning, organising, actuating and controlling; utilising in each both science and arts, and followed in order to accomplish pre-determined objective. (Terry, 1997)



Four Function of Management

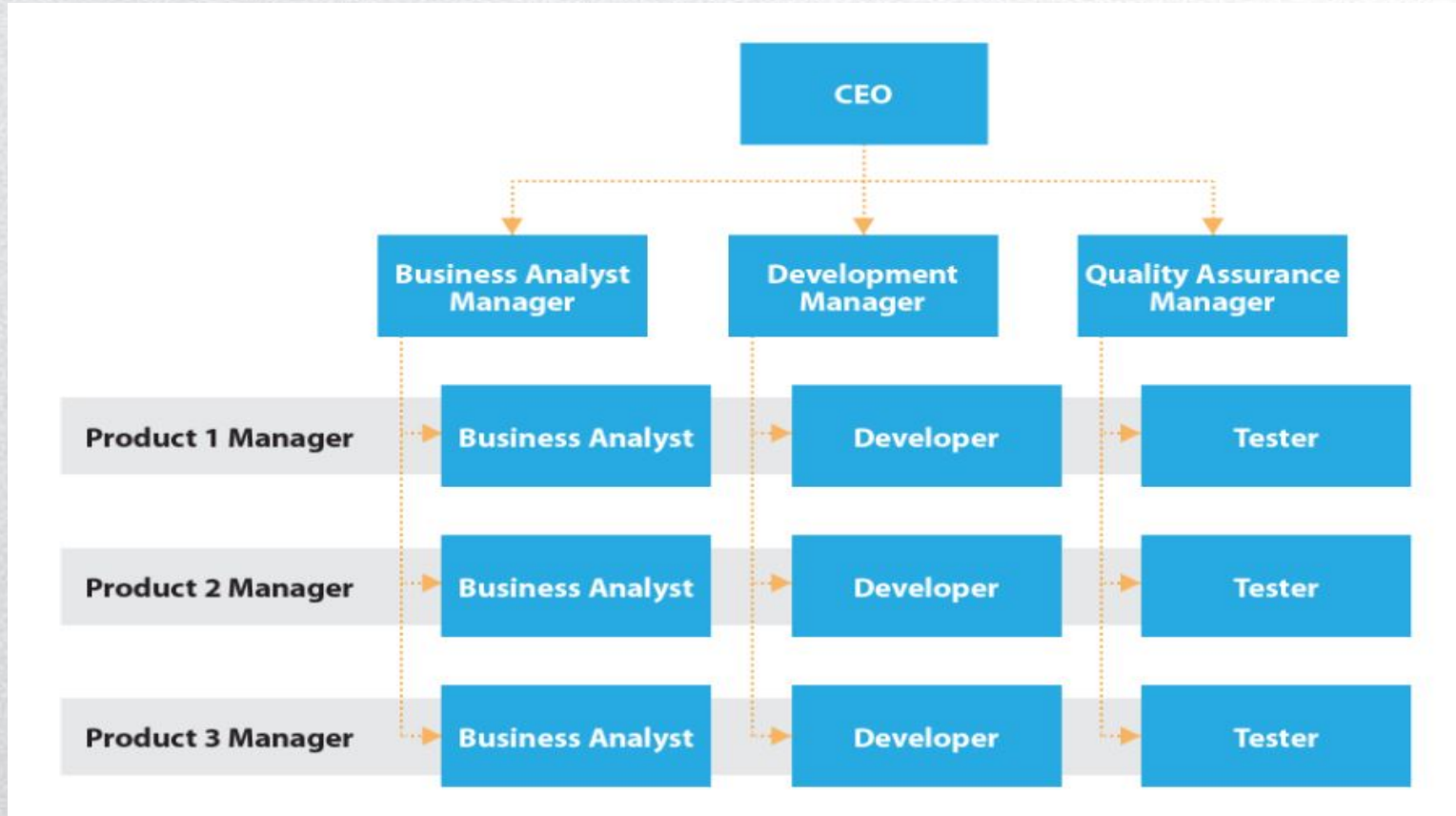


● The Nature of Management



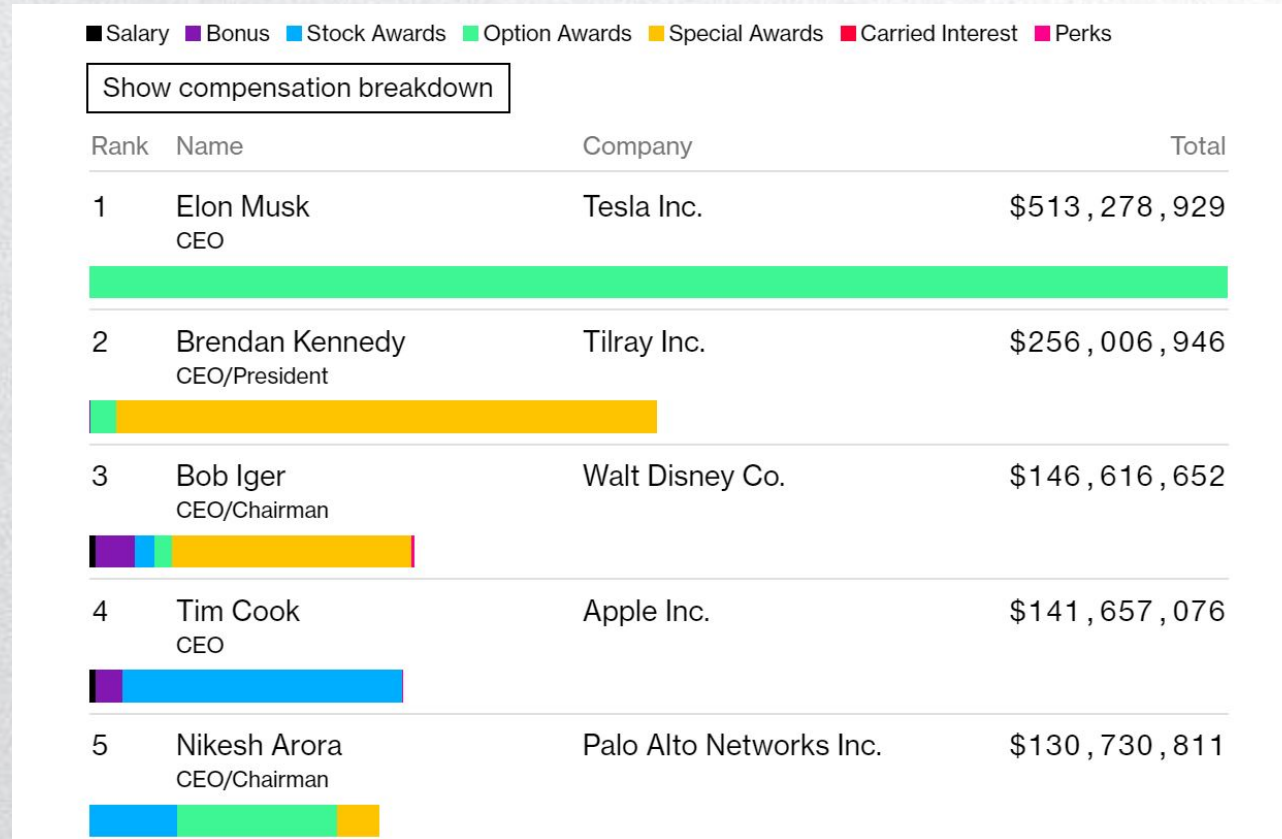
- 1 • Plans and Budget
- 2 • Delegate responsibility and authority
- 3 • Implements the vision
- 4 • Establishes policy and procedure
- 5 • Limits employees Choices

Structure Of Management





Top 5 Highest Paid CEO's



(Melin et al., 2019)



The Impact Of Managers

- Direct manager relationship is the largest factor in employee engagement, accounting for at least 70% of an employee's level of engagement. (Beck and Harter, 2015)
- Talented managers contribute about 48% higher profit to their companies than do average managers. (Beck and Harter, 2014)
- When a talented manager join, it impacts on employee Productivity.
- A manager sets the context to get organizations goals.
- Activities of managers have significant impact on organization's culture and abilities of talented employees. (Foster, 2019)

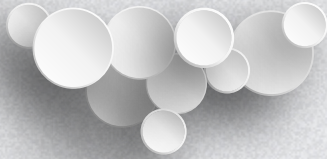


Leadership



Definition

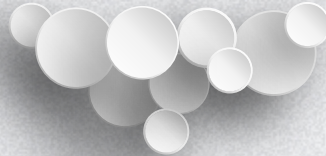
Position of
Authority



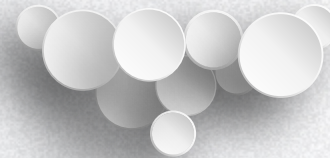
Responsibility



Skill or Ability



Function of
Management



Northouse, P. (2007). Leadership theory and practice. Thousand Oaks, CA: Sage Publications.



Definition

Leadership is a **process** that aims to develop a vision for the organization; align people with that vision; and motivate people to action through the basic need fulfillment.

(Kotter, 1990)



A leader is like a **shepherd**. He stays behind the flock, letting the smartest go out ahead, followed by others. But no one notices that they are being directed from behind.

—— Nelson Mandela

● Leadership Style

Transactional Leadership

Pacesetter Leadership

Democratic Leadership



Coaching Leadership

Visionary Leadership

Autocratic Leadership

● Leadership Style

1

Servant leadership emphasizes on employees' satisfaction and collaboration and tend to achieve higher levels of respect.
(Gregory Stone, Russell and Patterson, 2004)

Transformational leadership style focuses on clear communication, goal-setting and employees' motivation (Conger, 1999).

2

● Example





Difference Part 1



Relationship between Management and Leadership



“A little more leadership, less management”



Similar Duties



Working with people
and influencing others
to achieve goals.
(The guardian,2013)



They overlap, but
they're not the
same.
(Kotterman,2001)

● Three distinct differences between Management and Leadership

Two different functions (Kotter, 2001)

- ① plan, organize, coordinate, monitor organizational system
- ② develop a vision



Two different behaviors (Jinfu, 2015)

- ① set targets and goals
- ② set directions

Two different practice (Katz, 1955)

- ① bad relationship
- ② follower relationship



Difference Part 2

Ten differences between Manager and Leader

01 Essence

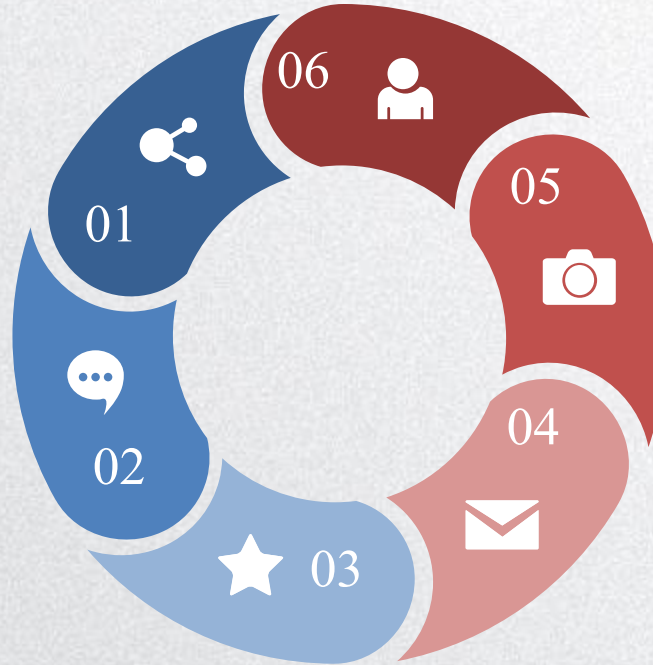
Stability; Change

02. Rules

Make & follow
Break/Bend/Change

03. Approach

Plan the details
Set the direction



04. Culture

Execute; Shape

05. Direction

Existing route
New road

06. Credit

Take Credit
Give credit

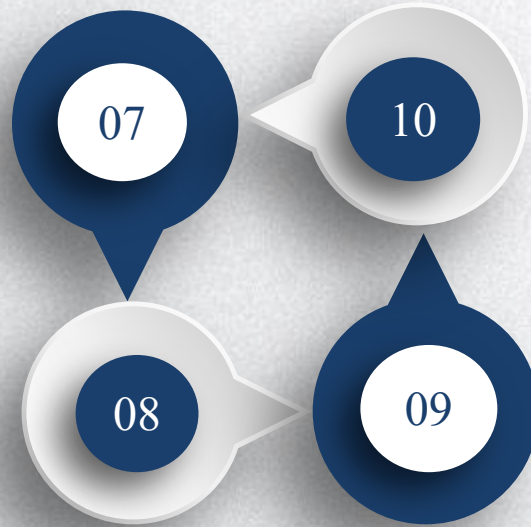
Rules ‘ Managers tend to follow predetermined rules and be somewhat more comfortable with bureaucracy while leaders are more creative and spontaneous’ Buhler (1995)

Direction ‘A manager takes care of where you are, a leader takes you to a new place’ Colvard (2003)

● Ten differences between Manager and Leader

07. Decision
Makes
Facilitates

08. Vision
Tell
Sell



10. Subject
Subordinates
Followers

09. Style
Transactional
Transformational



Test and Determinant

Ask
yourself

If my position/title is removed, will people still gladly follow me. If the answer is **YES** you are a leader otherwise you are a manager.



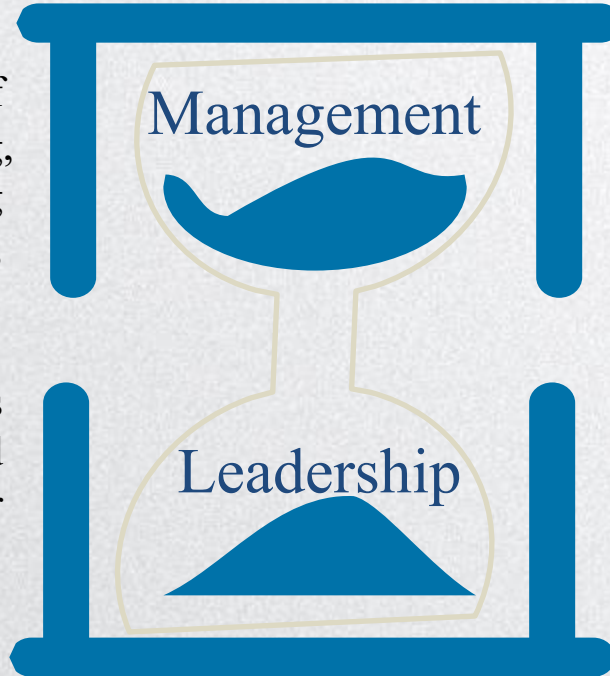
Summary

● Summary on Management and Leadership

Management

❖ Management is the process of planning, organising, implementing, coordinating and controlling activities (Kamugisha, 2017:11; Clark 2019)

❖ Management is a process undertaken by managers and managers have people working for them (Lunenburg 2011).



Leadership

❖ Leadership is the capability to persuade, encourage and inspire others to accomplish an enviable objective (Liu and Wilson, 2011:2; Kamugisha, 2017:8; Lunenburg 2011).

❖ Leadership is an attribute used by leaders and leaders have individuals that follow them (Liu and Wilson 2011:29; Clark 2019)

● Summary on Skills of an effective Manager



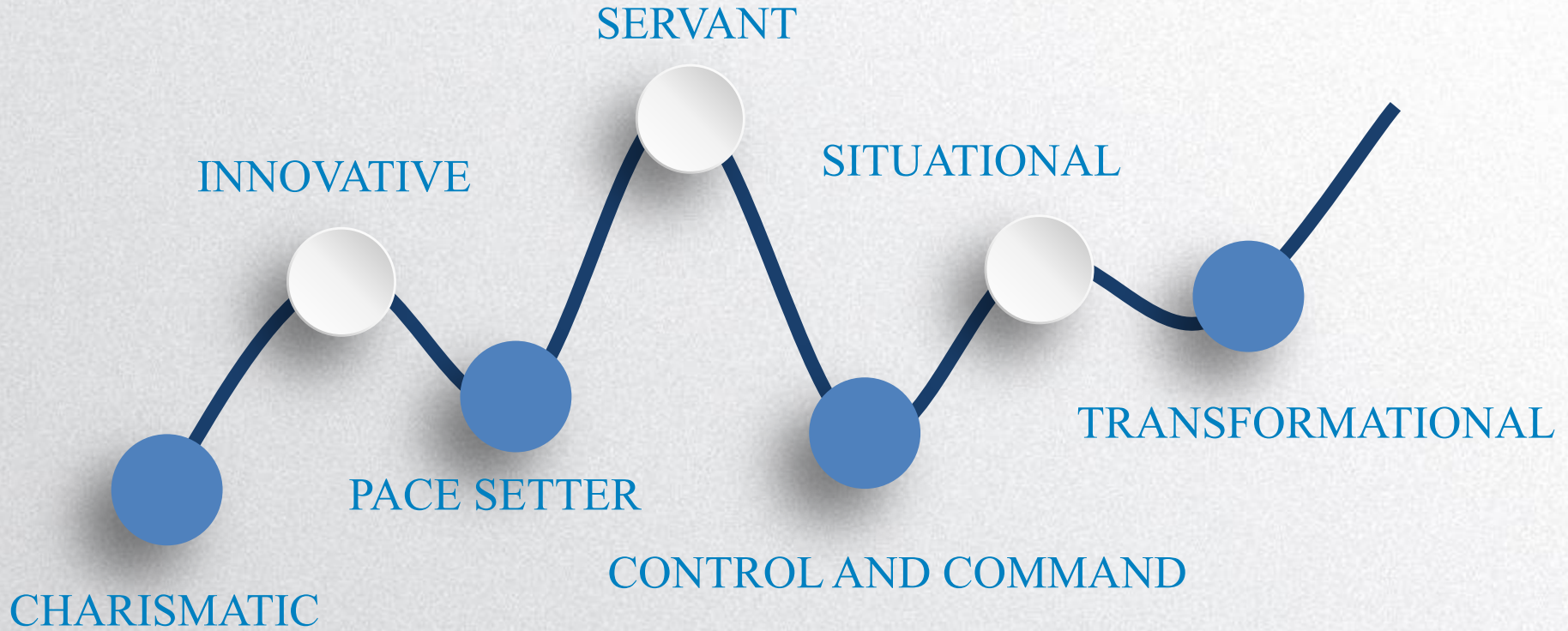
Liu and Wilson (2011);Lunenburg (2010);and Clark (2019)

● Traits of an effective Leader



Liu and Wilson (2011:31); Lyon (2017); Kamugisha (2017:9); Clark (2019) and Lunenburg (2010)

● Management and Leadership style



Liu and Wilson (2011); Rukmani et al. (2010); Lyon (2017); Kamugisha (2017) and Clark (2019)



Summary on differences between Management and Leadership

- ❑ Different in basic skills and capabilities
- ❑ To become more effective learn managers skills and emulate leaders traits

(Clark 2019)

An abstract geometric design on a light gray background. It features several circles of varying sizes and colors. A large white circle with a subtle drop shadow is positioned in the upper left, containing the word "THANKS" in a bold, red, sans-serif font. Surrounding this central circle are several other circles: a small dark blue circle at the top left, a medium dark blue circle at the top right, a medium white circle with a drop shadow to its right, a small white circle with a drop shadow below the right, a large dark blue circle at the bottom left, a small white circle with a drop shadow to its right, a medium white circle with a drop shadow below the bottom left, and a small dark blue circle at the bottom right. The overall composition is balanced and modern.

THANKS



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