



Student Name: Hena Rodriques

Student ID: 1921350

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Module Lecturer's Name: Dr Laila Maazour

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1. Introduction

This essay focuses on management and leadership with a connection to the organizational world. I have to complete two recent tasks in my management course. One of them is focused on theoretical aspects of management and leadership, and the other one relates to practical management activities (Ateş et al., 2020). Firstly, the essay critically analyzes the statement: "A Manager is a Leader but a Leader is not a Manager." This phrase refers to the relationship between management and leadership which is a topic that we have been studying in the class that will involve discussing the extent to which the quote is accurate with examples and the application of the models and theories we discuss in the class. The respective tasks of the essay will serve the purpose of presenting information on the roles of leaders and managers, discussing the differences in the leadership qualities that drive successful businesses in these times of dynamic business environment, and honing skills that ensure business success.

2. Task 1: "A Manager can be a leader but a leader cannot be a manager"

2.1. Analysis of the Statement

In simple terms, the manager calls for a formal position of influence in the organization, and as such, this person would be responsible for ensuring that the daily operations get implemented correctly according to the approved policies and efficient allocation of the available resources as well as overseeing preset tasks to ensure punctuality is upheld. The management performs planning, organizing, coordinating, and controlling functions to effectively and efficiently direct the organization toward the set goal. The source of their authoritative function is most relative to the hierarchical place they hold in the company (Benmira, 2021).

Instead of a leader, which is someone who leads by being exemplary and compelling, inspires and motivates those to ever create common goals. Leadership, rather, is a channel of influence, where influence, charisma, and vision are key elements, which are not tied to formal authority (Jay, 2020). The leadership role might be described as the role of the person guiding or motivating a group of others, by stimulating creative thinking, collaboration, and a sense of direction. Huge men of few words have mastered the art of coherent wording, empowering others, and managing changes (Ciulla, 2020).

2.2. Examples from the Business World

2.2.1. Example 1

This instance could show how Steve Jobs (Apple Inc.'s CEO) presented as both a leader and manager for the company. While Jobs had the role of the CEO in Apple, he not only led the functions of the company's operations but was also a visionary leader at the same time. He was involved with several strategic issues like product development, market positioning, and, of course, his managerial skills. Another cognizant innovation of Jobs at Apple was building a culture of excellence while encouraging employees to think bigger thus cementing his exemplary leadership abilities (Bush, 2020).

2.2.2. Example 2

An instance of this might explore the complex transition from Steve Ballmer to Satya Nadella at Microsoft as the former CEO was succeeded by the latter. The case of Nadella demonstrated the trend toward a more shared and amicable leadership in organizations. The former was about Ballmer, who was seen as a decisive type of manager, while the latter highlighted the importance of empathy, creativity, and adaptability. He cultivated tolerance, eliminated the fear of new, and promoted critical thinking through a positive multitude of superiority and inventiveness, thus reflecting the balance of managerial efficiency and inspired leadership.

2.2.3. Example 3

Along with this, the changeable leadership of Indra Nooyi, who happens to be the previous CEO of PepsiCo, is another prototypical example. Nooyi ran some smart policy shifts to widen the pipeline of PepsiCo's product spectrum, move to healthier food & beverage segments, and improve sustainability measures (Nani, 2021). As a hands-on manager, she not only managed the company's growth but also promoted socially responsible business principles with stakeholders. She had a unique blend, of growth and business leadership.

2.2.4. Example 4

Elon Musk, and famous influence as the founder of a top electric car company and co-founder of SpaceX will feature this example. Musk's involvement in direct-not-indirect problem-solving, risk-taking, and creative learning comprises both pragmatic and

audacious leadership types. SpaceX being his current mission, he is in charge of high production performance and running operations, while simultaneously extending the limits of space exploration with SpaceX. Being a good manager as well as having a relentless mindset both of which Musk is good at, have underpinned the phenomenal growth of both companies (Purwanto, 2022).

2.3. Application of Concepts and Theories

2.3.1. Theoretical Framework A

Now we can bring on the board the theoretical framework, Kouzes and Posner's Five Practices of Exemplary Leadership or Mintzberg's Managerial Roles, to analyze the relationships between management and leadership (Paais and Pattiruhu, 2020). Breaking down these frameworks will give us a better insight into the ways they define and differentiate between managers and leaders to measure the true power of this statement and determine how much a manager can demonstrate leadership behavior (Elche, 2020).

2.3.2. Theoretical Framework B

Instead of choosing one approach, such as transformational or situational leadership theory, we may absorb the intricacies of regulating roles by adapting them. Talk about the three attributes of leaders, we can look at whether a leader is born to be one with those attributes or whether a leader can be trained with the same attributes. Our analysis is to dig deeper into the synchronization of management and leadership by disclosing different aspects that may support or contradict the given statement.

3. Task 2: Personal and Employability Skills for Management and Leadership

3.1. Personal and Employability Skills

Management of human resources deals with a family of skills which include organizing, coordination, and supervision that ensure the timely and efficient of jobs. Key skills associated with effective management include: Be prepared to exhibit his capability of prioritizing duties, resource use, and defining conditions where to start and when to stop. Ability to engage talented people towards the achievement and perfection of tasks through their strengths and capabilities, providing ongoing mentorship and guidance (Contreras, 2020). Finding solutions, involving decision-making and the ability to

recognize problems, determine their causes, and remedy the problems represents a tool in the function of coexistence. Effective time management to meet the available deadlines and to use the available time efficiently for the objective attainment.

3.2. Skill Development and Performance Enhancement

Enhancing personal skills related to management and leadership can significantly impact individual performance in the following ways: Achieving effective time management and organization skills, through which the individuals can deploy their acquired knowledge for better task completion as a result of high productivity levels attainment. Increased potential for problem analysis and critical thinking allows both people to be logical and make decisions that are based on facts, leading to more success and greater confidence in skills (Crawford et al, 2020). Enhancing their leadership competencies includes communication, delegation, and conflict resolution among other things which can improve the person's chances of career growth by showing that he can lead and manage people relatively well. Efficient management creates an environment full of positive work gained by the clarity of communication, mutual respect, and chances for development as a result of the achievement of high job satisfaction and engagement (Gjerde and Alvesson, 2020).

3.3. Evidence from the Business World and Personal Experience

3.3.1. Business Case Example 1

Integrating the sphere of leadership and management in the first business case study will lead us to an analysis of how the strategies were implemented well at Company Alpha, a big technology firm of an international multinational character. Company Alpha met a very challenging situation of time-saving in the product development procedure to coincide with the market trends' fast-changing dynamics. This issue was responding to which the CEO, Mr. Smith, applied a dual positioning as both manager and leader (Gierlich-Joas et al., 2020).

Being a manager, Mr. Smith demonstrated a keen sense of detailed teamwork that was done cross-functionally. At the same time, he created clear project timelines and allocated resources well. It enabled coordinating activities well and getting them done within the given timelines and financial means. On the other hand, Mr. Smith's leadership

style was equally crucial in inculcating this notion of innovation and a common zeal among the team members that furthered the performance of the organization. Bringing his visionary outlook into practice, Mr. Smith stimulated workers to be innovative, to process step-by-step risks, and to break stereotypical concepts about product development. We got the best of both Mr. Smith's management and leading styles, as presented in the case, on the product's launch success. When Company Alpha adopted Mr. Smith's hybrid techniques, the new product started to sell well immediately (Iqbal and Ahmad, 2021).

3.3.2. Business Case Example 2

The next business case points to the restructuring of the chain of retailers Company Beta, on the verge of bankruptcy when competing with other firms in various markets. Being the leader of the newly appointed CEO, Ms. Johnson, Company Beta took on a swift and positive change with strategic management and visionary leadership as improving factors. At the helm, Ms. Johnson has been implementing a full-scale redesign package in which the operational processes have been improved and operational costs have been cut. In nailing down the financial instability through rigorous performance monitoring and data-driven decisions, she gave direction to the company (Grint, 2020). Nevertheless, Ms. Johnson's management talent in creating a positive environment and a vision for employees played a special role in sustaining confidence and a sense of purpose among employees during turbulent times. She raised the solidarity of the working team using targeted communication and supportive leadership to rise in the struggle for survival and unite everyone to a new corporate course.

3.3.3. Personal Experience Example 1

My experiences as a project manager at Company Zeta, a start-up focusing on renewable energy technologies, have led me to handle a leadership challenge of great magnitude. Dealing with the variety of employees, I got to know a lot of people who were averse to changes and who were not united as a team hence, they were turning most of the projects into a failure. By being proactive and using management techniques to identify and address underlying obstacles I was the one to combat the issues. Besides occupying myself with the development of interpersonal skills, I

constantly sought to widen communication channels and although we came across quite a few challenges, they were later addressed through open collaboration. Through hearing the team members offering me their suggestions and working together, I made everyone own whatever they did and feel accountable.

3.3.4. Personal Experience Example 2

Yet another time, personal tough decisions were to be made when I played the role of a leader to launch a new product with the Company Omega, which is a consumer goods business. Street has to perform different functions of managing teams and coordinating departments. In this process, I had to face issues of resource distribution and conflicting priorities. Thus, while working on this problem, I came up with both leadership and managerial techniques that helped in progressing my career. The role of managing processes, ensuring effective communication, and taking charge of the disciplinary system was also part of my duties. That way, I made sure the key stages of the project were met on time and within budget. Distinctively, I used the method of leadership which called for transformational practices to encourage the team members and encourage them to be creative along the same line of strategic goal of the company.

4. Conclusion

This essay has looked into the interaction between management and leadership and has shown that "A manager can be a leader although a leader cannot be a manager". A detailed comprehension of the functions of managers and leaders is done in the discussion. Subsequently, their roles in an organizational context are examined to highlight how they complement each other. Furthermore, we have given examples taken from the world of business and personal experience to substantiate the meaning thus creating personal and managerial skills development for effective management and leadership. The discourse has indicated that management and leadership have a complex relationship, but managers with some leadership abilities do not automatically possess all the skills required for organizational management. In addition, the paper has underlined the crucial role of both personal and workplace skills in the performance of both leading and managing, thereby revealing their major contribution to individual and organizational matters.

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