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Assignment 1

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Introduction to Modern Workplace

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Introduction

Peter F. Drucker, a well-known organisation adviser, and author, had the view that "organisation is undertaking things correctly; management is undertaking the correct things." He made use of the quotation to explain the distinction between organisation as well as management. It's a mutual delusion that a capable director routinely makes a good leader. Leaders stimulate groups to take different as well as better movements. It's stimulating to note that leaders follow invention, since it's obligatory of them. By investigative the activities and knowledge increased by the group, they device achievement (Asbari et al., 2021).

Management is the procedure of positioning a business's capital and processes to achieve definite aims as efficiently and professionally as possible. The successful fulfillment of responsibilities with the smallest quantity of expenditure is mentioned as competence in the organisation. The achievement of responsibilities within prearranged limits to produce calculable results is a key constituent of decision-making efficiency. This essay there will discuss the comparison between leaders and managers, the similarity between the two, and in conclusion should highlight the difference and similarities between leaders and managers which is more appropriate in the particular context (Asbari et al., 2021).

Comparison between leaders and managers

Basis comparison	leaders	manager
Meaning	A leader guides directs, and influences the behavior of his followers.	A boss is illustrative of the organisation and responsible for the management of the work.
Work	Leaders provide direction to employees for creating vision.	He formulated the structure of the organisation.
Management function	A leader performs one function of direction.	Managers are supposed to perform all five functions.
Authority	Informal authority	Official authority
Approaches	Approach is proactive	Approach is reactive
Qualities required	Only leadership quality is required.	Both managerial and leadership qualities are required.

The leader of one's group can be directed, guided, and prejudiced by a leader to attain sure ideas. A boss is an organisation representative ¹⁰ in charge of overseeing the work of a team of employees and taking the necessary steps as needed. The works of leaders are to give the staff way by enunciating a dream, allocation it through them, and inspiring them to attain it through comfort. The work of the manager is to find the organisational outline and assign the staff members many responsibilities as well as authority. The management function of a manager is to perform the only task of the direction the manager carries out all five tasks: staffing, directing, and managing, as well as planning and organising. Authority of a manager is informal power based on one's attributes the manager's authority is formal power as a result of his or her position. Qualities that are required as a manager leading a manager quality is both managerial and leadership qualities required (Bush, 2020).

There is a comparison between the managers of virgin media and Vodafone there are many factors which are based on factors such as work, management functions, authority, approaches, and required qualities.

Works of the Vodafone leaders are responsible for the supervision of the strategic direction of the global telecommunication business. The leaders of the Vodafone company are focused on innovation driving, and network expanding infrastructure.

The Virgin media leaders are focused on providing comprehensive services that they together telecommunication and offering media and provide contents of entertainment. They also work on enhancing the customer experience and growth driven especially in a highly competitive market (Bush, 2020).

Management functions The Vodafone leaders are to perform a range of managerial function that also includes the strategies of planning, allocation of resources, management of performances, and helping in choice creation. The directors of Vodafone are working driven, they grow enterprises as well as associations and help in the company's growth strategies.

Virgin media leaders also undertake many strategies of management they also provide direction, management of resources, they also foster invention, they also focus on customer satisfaction. They also make strategies for business goals with the trends of the market (Wollmann, 2020).

Authority The leaders of Vodafone possess authority in the particular areas in which they take responsibility, they also make decisions that are related to investments, they also join hands with companies, technological advancement and adoption of the technologies, and expand their markets. They also work with leaders who are seniors they make the organisational objectives (Bush, 2020).

Virgin media leaders take the authority in the areas in which they are experienced, they also oversee the important decisions of the business that are related to the development of the products, product branding, acquisition of the customers, and positioning of the market. the virgin media drive also enhances the customer value and the company are been differentiated.

The approaches of Vodafone leaders are to adopt the strategies and data-driven approaches, they also marketing leveraging visions, analysis of the customers, they also highlight developing skills so that they can make their decisions. The company focuses on partnerships, team works which are cross-functional (Asbani et al., 2021).

Virgin media leaders also embrace leadership as well as give importance to the customers, they also encourage creativity in the employees, and they also risk undertakings. They give

importance to openness, they also encourage the idea as well as initiatives they also exceptional experiences for the customers. Required qualities the managers of Vodafone require qualities that require strong strategic thinking, perspectives of the business, and navigating abilities.

The required quality of virgin media managers is they need to give importance to the qualities for example adaptability, creativity, and focus on the customers, and they also have the abilities that they can fosters on the innovation culture and continuous improvement. They have strong collaborations and communications to build strong skills and relationships with consumers, partners, and employees (Wollmann, 2020).

Managers of Vodafone and Virgin Media

Based on work the managers of Vodafone are involved more in managing services of telecommunication that include networks of mobile, fixed-line services, etc. The manager is focused more on expanding worldwide reach and also providing solutions for innovations. The managers of virgin media focus more on important aspects of the business they are more customer-centric and focus more on customer satisfaction and provide them facilities such as TV, broadband, and mobile services (Crowley, 2022).

The managerial function of the manager of Vodafone and virgin media focuses on proper planning, organising, controlling, and leading a proper plan. They set goals very strategically and also give importance to performance.

The authority of virgin media managers is they can make their decisions; they can assign tasks, take responsibilities and work with the team. Vodafone managers have the authority for some particular decisions so that they can take decisions, they can maintain their budget (Turi and Sorooshian, 2022).

The approaches' of managers of Vodafone are they seek opportunities and are focused on increasing partnerships in many markets. Managers of virgin media give importance to providing advanced superiority services and giving purchaser fulfillment experience.

Qualities required as managers of Vodafone and virgin media are adaptability and flexibility, problem-solving and decision-making powers, and they should also possess excellent communication skills.

Similarities between managers and leaders

The greatest actual administrators as well as bosses are conscious of in what way vital it is to include mindfulness in their effort. Self-aware as well as careful people in these parts may repeatedly recover their management as well as organization aptitudes. In its place of taking a secure attitude, it's significant to have a growth-oriented arrogance subsequently it demonstrates that an important person is interested to classify their parts of fault as well as make development over period (Vasilescu, 2019).

Similarities	Managers/ leaders
Humility	The success of the organisation depends on both leaders and managers, and both must retain a certain amount of humility.
Consistency	Maintaining coherence between one's words and deeds is crucial for managers as well as leaders. For the team and organisation as a whole, people in both positions are entrusted with assisting in providing clarity.
Transparency	The finest managers and leaders are aware of the importance of transparency for building trust.
Trust	Every fruitful joining is constructed on trust, and this rule applies equally to the one that exists amongst leaders, bosses, as well as staffs.

Managers and leaders need to work together to run a successful organisation both of them should have humanity. The finest managers and leaders strive to strike the correct balance between remaining modest and becoming arrogant since there is a thin line between the two. Consistencies between managers and leaders as for the organisation both of them are important. In terms of the objectives they are intent on attaining for the organisation as a entire, leaders necessity, on the one hand, uphold constancy. On the additional lateral, directors essential to follow rules and procedures reliably while location prospects for their function (Richardson, 2020).

As transparency, the finest leaders and managers comprehend the significance of transparency for building faith. This suggests that persons in together occupations necessity be prepared to be exposed as well as truthful with their operate, even if it means admitting when they don't know the response to a query or that they were incorrect. As trust any joining, counting the one amid labors, bosses, and leaders, must be built on faith. Employees must feel trusted by those

in positions of authority and organisation as well as by those below in the organisational hierarchy (Lee, 2021).

The similarity between the Vodafone and virgin

As both the managers and leaders of virgin media and Vodafone benefit their organisation on based consistency, trust, transparency, and humility, these are the things that are important to communication, they also shape sturdy association, that also create a healthy environment in the organisation.

Difference	Managers	Leaders
Character styles	The majority of the time, managers are logical, steady-handed problem solvers.	Compared to their followers, leaders are often more charismatic, even if they may be more quiet outside of the office.
Emphasis and direction	More task-oriented than average are Gers,	Leaders are more prone to value individuals.
Risk	Risk aversionng managers is more	A leader's risk tolerance is greater.
Tactic to job	When leaders challenge a job, they use their piety and attraction to help others overwhelmed experiments.	By asking for their beliefs, values, and opinions, managers enable employees to address challenges.

Character-style managers are problematic solvers they are focused on matters such as the convenience of capitals, constructions, objects, as well as operate. This designates that they have a additional logical, strong-minded, clever, and tenacious disposition. Leaders, on the other hand, are often more charismatic than followers, even though they may be additional private outside of the job. They regularly feel additional at ease taking chances than managers do since they are very inventive and creative (Crowley, 2022).

Emphases as well as way Leaders are additional absorbed on persons, whilst bosses are more task-focused. Having said that, for an organisation to flourish, both jobs need people who are capable in both alignments. Alike to how leaders are additional worried with important people than directors are with handling tasks. Risk as leaders take more risks than managers do, and

vice versa. Bosses ¹ are more disposed to to play it harmless and stick to the rules, whereas leaders are ready to jump over a cliff if they feel it would help the organisation embellishment (Hassan et al., 2019).

Tactics to job as leaders challenge a job; they use their dedication and charm to help others overwhelmed tests. When they inspect a problematic, they try to come up with unique, fresh answers. By requesting the opinions, values, and principles of others, managers enable employees to address challenges. When assigning jobs to others or taking on projects themselves, they frequently follow tried-and-true procedures rather than veering off course (Crowley, 2022).

Differences between the managers of Vodafone and virgin media

The bosses of Vodafone and virgin media emphasise everyday operations; they devise plans as well as achieve all resources. Leaders on further hand, sets ideas, suggestions, and inventions ambitious. The directors ease risks, strategic worker methods, focus on the implementation of growth of employees, inspire changes, as well as promote long-term directions (Hassan et al., 2019).

Conclusion

In conclusion, while playing a variety of roles in the growth of an organisation, management, as well as administration may also play alike parts. Management is unusable if it doesn't make a organization construction founded on procedures, as well as organization would be unsuccessful deprived of leadership's efforts portion as the basis for its standards (Lee et al., 2019).

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