Differences Between Leadership and Management

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 **Abstract**

This paper about an analysis in which difference between management and leadership has been analyzed. Further, two scenarios about leadership and management are evaluated in the report where the roles of managers and leaders have been analyzed as well as it has been found that the involved individuals in the scenarios are leaders or managers. Beyond that, different components are listed which differentiate leadership from management and leaders from managers. Lastly, the differences and similarities between leadership and management are analyzed in this paper/report.

**Scenarios**

The scenarios we have are;

1. Managers Instruct their employees while Leaders Motivate and Encourage employees
2. Managers focus on Short Term Vision of the organization while Leaders focus on Long Term Vision

**Individuals’ Roles in the Scenarios**

In the first scenario “managers instruct their employees while leaders motivate and encourage employees” the roles of individuals are to instruct the employees regarding productivity issues and problems as well as to help them in their works and responsibilities at the workplace. This is the roles of managers while the roles of leaders in the scenario are to inspire, encourage and motivate the employees towards higher heights of productivity (Conant, 2017). As well as the role of leaders is to encourage employees to think out of the box and contribute their valued thoughts and ideas in the success of the organization and its productivity while the stigma about managers in the scenario is they are highly controlling with the employees.

In the second scenario at hand, the role of individuals is being a manager or leader means two different sides of one same coin. The roles of the manager are to engage their employees in working to accomplish the short term goals and objectives of the organization. While the role of leaders in the scenario is work on the employees' performance and encourage them to put more efforts so the long term goals and objectives will be met efficiently (Conant, 2017). Their actual roles are to improve the processes and operations and enhance the performance of employees to connect routine work activities with great long term goals and vision.

**Are the Individuals Managers or Leaders or Both?**

The individuals who are involved in the above-discussed scenarios were both leaders and managers. In the scenarios, both leaders and managers are involved because the employees are instructed about the problems or concerns in productivity in the first scenario which is done by the managers. While! They (employees) have been encouraged and motivated to think out of the box and add their views and ideas in the decision making. So this shows that the individuals are leaders too.

In the second scenario, the individuals are also both, the managers and leaders. They are managers and leaders because the employees have been engaged in the activities or operation for the purpose to achieve the short terms objectives of the organization which shows that the individuals are managers because managers do so in the organizations of the workplace (Conant, 2017). While on another side, they are leaders too. They are leaders as well because they motivate and engage employees to work for the accomplishment of long terms goals and objectives of the organization and this is the key role of leaders in an organization or in general life. Beyond that, it is stated that the individuals in the scenario are both (managers and leaders) because they engage employees to achieve long term objectives as well as they work to improve processes and overall operations to create connections of routine activities with long term vision.

**Leadership vs Management**

There are several components that distinguish management from leadership. Some key and crucial components are listed below.

**Leadership Innovates and Management Organizes**

Leadership comes up with innovation and new ideas & practices to enhance the current quality and reliability of operations and work to shift the organization on a new and better way. While! The major concern of the management is to manage and organize what presently exist and established (Kotterman, 2006).

**Management Establish Control While Leadership Push to Do the Best**

Management works to develop strong control over the employees which is also required from them by the organization (Kotterman, 2006). On the other side, leadership pushes employees or individual to put more efforts and do their best.

**Leadership’s Concern Is Long-Term Vision While Concern of Management Is Short-Term Vision**

As discussed above, the major concern of leadership is to bring individuals together and push them to focus on the long term vision while management works to achieve immediate goals and targets (Abdelrazek, et.al, 2010).

**Leaders vs Managers**

1. In the workplace, leaders create values and concepts while managers continue the established and designed values.
2. Managers work to create a circle of power while leaders work to create a circle of inspiration and influence.
3. Manager manages and organizes people and work activities while leaders lead teams, groups, and individuals.
4. In organizations, managers create goals and objectives while leaders’ focus is to create vision (Reynolds, & Warfield, 2010).
5. Leaders are the people who always take risk while managers are those who control possible or occurred risks.

**Similarities and Differences between Leadership and Management**

**Similarities**

* Both leadership and management are associated with goals' accomplishment.
* Leadership and management involve working with people and this environs the only people.
* They create foundation and functional structure of the organization (Kotterman, 2006).
* Both of them influence the work environment and structure.

**Differences**

1. Leadership is the skill to lead others while management is an art of organizing people and things.
2. Leadership emphasis on the inspiration of people while management manages operations
3. Leadership brings changes but management brings stability and control (Kotterman, 2006).
4. Leadership formulates guidelines and principles while management frames or designs procedures and policies.

**References**

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