Leadership and Management

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**Response 1**

The leadership and management are two topics, which has been a debate over the decades. However, leadership is the skill to influence others, and it is the position to make decisions and to lead people, not only followers. While, management is an art of science and management is a process to achieve the organizational aims and goals (Bohoris & Vorria, 2008).

There are two roles in the scenario; Linda and Roger and both are designated with some responsibilities in the same company. They are performing tasks related to management and leadership. Roger is assigned to formulation and evaluation of the software solutions in the company, and he knows to deal with the process of dealing with the problems when the company is exposed to issues, and he does not coordinate with the team, and subordinates. Centralized power and authority mean that he has no role as a leader because a leader involves his team in decision-making, and they plan together to find solutions for the problems, and a leader leads his team so that, they work together to achieve organizational goals, and objectives set collectively.

Linda is a manager and a leader at the same time, she knows how to involve her team in decision-making, and how to deal with the emergencies. A leader is the one who has a vision and believes in the efficiency of the organization rather than making short-term decisions. Linda, to gain the trust of her team and management in the company plans meetings, and she includes the team members in every step and the process of decision-making. A leader creates opportunities for the team members, likewise, Linda did, she wanted to provide training and wanted them to see the change. Linda makes situational decisions based on the effectiveness of the decisions.

**Response 2**

Roger in this scenario is a manager because he is not performing according to the skills of a leader. Managing a team means to control, guide and coordinate with the team to perform certain tasks as they told by the managers. Roger is assigned with the role of manager, and he is responsible for the managerial procedure and processes. He is only limited to a few tasks, which he performs, and guides his team to follow the instruction to any action. Roger has to control the team, and he is more responsible for technical activities like documentation of product designing, and processes. Roger is only performing the task of a manager, and he takes decisions in a centralized manner, and his team knows that he will be making the right decisions for the company. Roger takes the decisions without any fear when the company is exposed to a process, which uncovers the problems.

Linda is playing the role of manager and leader at the same time because she knows what leadership, and how to manage the working environment in the company by involving management, and her team members in the decision-making. Linda plans and takes actions according to the situations as Linda knows that making quick changes in the company would lead the company to compete in the industry. The inclusion of members of the executive board and planning for the meetings gives Linda the characteristics of a leader. Linda also knows that providing opportunities, and training to the employee would give the employees a chance to see the change, and they would be able to represent the company in the new market. The leader has a proper behavior and attitude while making decisions, and dealing with people in the organizations, and societies and a leader inspires others to follow him or her to achieve the goals (Surji, 2015).

**Response 3**

Management and leadership are two different processes, and one can be a leader and a manager at the same time. In the processes of management, the organizational goal are focused which are to be completed in a time duration by following its functions like formulation, evaluation and monitoring the tasks and it is more towards the administrative tasks, and leadership is the skill which brings the changes, provides roles, and encourages the effectiveness through the educated ways. Management is a process and leadership is a skill that can be charismatic, and leadership can be natural because not everyone can be a leader but they can become a manager.

Managers and leaders have different perceptions and unique styles of working in organizations and industries. A manager follows the process to achieve the goals and controls, and solve problems without taking much time, and managers focus on stability. While leaders are the ones who understand the significance of problems and the take time for decision making, they tend to tolerate the problems, and issues and their task relates more with the scientists, artists, and more creative people as compared to the managers(Zaleznik, 2004). Leaders tend to accept others with various backgrounds, and they encourage every member of the team to take part in the decision-making process, and they encourage decentralized ways of decision-making. The managers are more technical, and they make decisions by following the managerial processes.

Industries, companies, and organizations need both leaders and managers to achieve the goals and targets efficiently so, it is important to enhance both managerial and leadership skills to follow the visions of the industries. While leaders and managers both know the decision-making processes and skills which they have developed after being exposed to new experiences.

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