

# Discussion chapter

Business



Leader Versus Manager Leader Versus Manager Introduction For years the critical difference between managers and leaders has been quite hotly debated. There are those who believe that both are same and then there are those who assert that both the individuals are different. Both the managers and leaders are two different entities and they exist for two different purposes. On the other hand now a day there is a demand for both leadership and managerial abilities in one single individual and that is because there is a major overlap of the functions and the activities they perform (Yukl, 2010). The critical differences between leaders and managers exist in the way they communicate, motivate and influence employee's productivity.

### Body

The communication style of a manager is more aggressive as compared to leaders and the communication style used by leaders is more manipulative (Cherry, 2013). Leaders communicate in an aggressive manner because their objective is to simply get the work done. Managers do not listen to what their subordinates have to say regarding how work can be done and instead they inform the subordinates regarding the way the work should be done and expect the subordinates to follow the instructions (Yukl, 2010). In case of leadership, the leader tries to manipulate the feelings and the emotions of their followers in order to motivate them to work on their own and come up with innovative ideas regarding how tasks should be completed.

The motivation strategies that a leader and a manager may use might be quite different. Managers are more likely to use extrinsic motivation strategies. When managers employ these strategies they tend to offer rewards to subordinates in order to externally motivate the subordinates

(Yukl, 2010). These rewards can include increased pay rates as a result of attainment of targets in order to reinforce similar behavior in future. On the other hand, leaders are more likely to use motivation strategies that help motivating an individual internally (Sansone, 2000). For example leaders may have quite an aspiring personality and followers may want to be associated with them and in order to gain recognition in the eyes of the leader they may work hard.

In order to enhance the individual and the organizational productivity managers may use the carrot and stick approach to motivate employees. The carrot and stick approach suggests that employees should be punished for their failures and should be rewarded for their successes (Daft et al., 2008). A manager may use rewards and punishments to motivate individuals to increase their productivity. The punishment may motivate those to elevate productivity that is not attaining their targets. Leaders on the other hand may use intrinsic motivation strategies to increase the commitment of the employees with the organization and this increased commitment may help in encouraging an employee to increase productivity (Paauwe, 2004).

### Conclusion

Managers and leaders use different communication and motivational strategies to motivate their subordinates and followers to increase their productivity. Managers may use an aggressive communication style along with rewards and punishments to motivate employees to increase productivity. Leaders may use manipulative communication style and intrinsic motivational strategies to motivate followers to increase their productivity.

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