

Phase 1- leadership, management, and ethics discussion board 2



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PHASE 1- LEADERSHIP, MANAGEMENT, AND ETHICS: DISCUSSION BOARD 2

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Roles and Responsibilities Management and Leadership are unique in their own separate ways, but they also tend to complement each other as well, because in order for any business to be successful you need to have them both. Without this role in place an organization, even one like ECG will fail, because in this day and time organizations have to adjust to all the changes in such a ??? turbulent economic times??? (Nahavandi , 2003), so much so that it has prompted more research into management and leadership roles and responsibilities in order for organizations to meet the challenges of the twenty first century. That is where the real work begins, which is getting management and leadership to all balance out in their roles and responsibilities. Organizations need to be able to grasp their roles and responsibilities, and one way they can do that is to first define them. The first definition is for management, which is defined as ??? individuals that accept responsibilities to run an organization??? (voices) at all times, and the second definition is for leadership, which is ??? a process whereby an individual influences a group of individuals to achieve a common goal??? (Northouses, 2007, p3), The first thing that an organization needs to do is to decide what management will need to have in place in order to run a successful business. Here are a few things they can mandate and focus on, which are: 1.

Have their mind on the bottom line always. 2. Being able to meet the challenges for getting people motivated about their task at hand. 3.

Stepping up to the plate and being the head coach with encouragement⁴. Planning and organizing resources⁵. Controlling, or coordinating Then as for Leadership, some of these ideas need to be in place, in order to help lead a company forward and those steps are as follows: 1. Leader always try to inspire trust, and understanding with people, as well as good communication. 2. Be able to keep their employers as well as management informed on daily, weekly or monthly activities pertaining to the organization. 3. Lead by example/set good ethical example as well.

4. Being able to lead by knowing your strength and weakness, and work to achieve self-improvement for the areas that need to be strengthened. 5. Lead by being able to make timely and sound decisions for your organization. Some of the traits and characteristics of Leadership that should be utilized are: 1. Strategic, which would be great for any organization because it focuses ??? on the entire “ organization, rather than just a single department???” (Nahavandi, 2003).

2. Culture as well as gender also has a big impact on organizations, because companies are made up of individuals from all walks of life as well as gender. In leadership research have it have been stated that suggests that some women executives ??? in traditional organizations succeed if their styles mirror???” (Nahavandi, 2003) their male counterpart leadership styles. This type of information will help organization since ??? at the supportive style more typical of women encourages greater employee participation and empowerment???” (Nahavandi, 2003). The next traits and characteristics that management should consider implementing in there organizations are: 1.

Management needs to have an optimistic attitude because in order for a business to be successful they need a manager who comes to work and faces every day work operation with this type of attitude. They need to be able to smile (genuinely) and express a can do attitude that others employees can see and relate too. They don't need a manager who is always grumpy, never have a kind word to say and act like he is the only person at work, which can kill an organizations mental state of mind which can lead to a high turn over for any organization.

2. Organizations need management in place that is knowledgeable about their organization. A manager who can answer questions by staff members, clients, and customers, and not one who tell them to go see someone else for the correct answer, which will make people start to question there management position and create a riff throughout the company. They need a manager that will tell them ??? I do not know the answer to that question, but I will find out for you???. This will make the people around them to see them as willing to get the right information, and not just someone who sends them all over the organization to get answers, because that can be considered bad management. 3.

Most of all they need to have ??? Integrity and Trustworthiness??? (Kathryn Vercillio), because they want people in the organization to feel that they will be able to trust and believe them. Basically there word should be their bond. This part will not be easy, you just don't start out trusting people, but asking the right question upon an interview will give you a general idea of their integrity for the organization. Other things that management and leadership have in common are people. They cannot lead or manage without <https://assignbuster.com/phase-1-leadership-management-and-ethics-discussion-board-2/>

them. For people who lead people, people are the reason and the cause they are able to complete their project at hand.

Managers need people as well in order to fill the primary means in order to ??? achieve a significant achievement, accomplishing an important task or completing a project??? (Adayre) in the organization they serve. The next thing that they have in common is that they both must have the same vision on how they need things to be. With this part in order for it to really work, both leaders and management must have the same vision and work as one to obtain it within their organization. The leader is the one that will help forge the company's shared vision and the managers help to make sure that vision is put into action, ??? by breaking it down into incremental goals, projects, tasks and providing the necessary resources for moving forward??? (Adayre) in order to implement the vision for the organization. Another thing I feel they have in common is being able to help develop and forge the next generation of managers as well as leaders. The next generation are the ones whom will further any organization. They are ones who will pick up where they left off and add their own special skills, and will be they will be able to improve upon the foundation that is there in place in order for the organization to remain successful for generations to come. In conclusion, there is no one organization today that does not have problems accomplishing their objective.

It is not easy and it involves everyone in order to get this accomplished their objectives. Things like resources, ethical thinking, and the know-how of how to accomplish all of this in your organization and most important of them all you need people, whether they are employees, staff members or customers, <https://assignbuster.com/phase-1-leadership-management-and-ethics-discussion-board-2/>

they are all needed in order for any company to be successful. You also need to have in place your outlined goal, vision, and must be able to meet everyday challenges of the position. You also need to be trust worthy, knowable about your organization, and be able to have and have an optimistic attitude in order for your organization to succeed.

No one is born as a manager or leader of any organization, it takes time, training and being able to determine your role for your organization early on, this will help them to stay on track for success but also understand with success their might be some failures as well and make adjustments??™ as need be. So with good management and leadership roles identify as well as all their responsibilities, any organization can form a very successful platform to have in place as a model to work with and within. References <http://awayre.hubpages.com/hub/Leader-vs-Manager>[<http://kathrynvercillo.hubpages.com/hub/10-Traits-of-a-Successful-Manager> Retrieved November 19, 2012 from M.

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