

# The distinction between leadership and management

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Teacher The Distinction between Leadership and Management Leadership and management may be interchangeable but there are actually distinctions about them that made leadership different from management and vice versa. Leadership is more of an internal quality, a character while management is more of a science in achieving an organization's objective. This distinction between leadership and management also manifests differently in the individual's behavior in several ways.

Leadership and management has different roles in achieving an organization's objective. Leadership provides the direction, vision and purpose on the organization while management provide the methods and tools to achieve it. Leadership inspires while management directs people and manages work (Marquis, 2012). Leadership is also focused on vision while management is set achieving an articulated objectives (Kotterman, 2006). Leaders and managers also differ in their behaviors. A leader relies more on his or her charisma to have followers. Managers on the other hand relies more on formal authority. A leader is also transformational in his or her approach meaning his or her leadership makes followers better. Managers on the other hand are transactional which means that they rely on reward system to motivate their subordinates (Denehy, 2008).

Both qualities however are needed in an organization to realize its objectives. Leadership provides the vision, the animated spirit that makes an organization thrive. Management on the other hand translates leadership into concrete objectives that should be achieved in quantifiable terms. Both qualities are needed for an organization to be successful. Merely relying on leadership or management alone is inadequate. They are however not

mutually exclusive and both qualities and behavior can be had and practiced by an individual.

#### References

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