

Management and leadership paper

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Introduction to Leadership

Leadership means the power of an individual to influence a group of other individuals such that they are able to achieve goals common to the group. In essence, leadership is a process, a process whereby one person is in a position to influence and make people work towards a common goal. Leadership requires proper allocation of responsibilities to the group, providing the necessary tools and a clear vision for achieving the desired objectives.

Difference between Leader and Manager

It would be appropriate to say that while managers are concerned about the revenues while leaders are more concerned about realization of group goals. The preceding statement in essence implies that managers are task oriented as opposed to leaders who are goal oriented. Another noteworthy difference is that managers believe in directing employees to get the work done while leaders believe in getting the work done by way of inspiring and empowering team members. To summarize it can be rightly said that managers are efficient whilst leaders are effective (Bertocci & Bertocci, 2009, p. 9-11). Therefore cultivating leadership skills in managers will eventually lead managers becoming effective along with being efficient and the manager will ultimately have an edge as they will be able to foresee things and become

long term planners.

Once the manager acquires leadership skills he can help employees identify and set clear goals for better performance in the job. Manager can implement policies while a manager who has got leadership skills is able to not only implement but also frame policies for betterment of the team members in particular and the company in general.

Reference:

Bertocci, D. L. & Bertocci, D. I. (2009). Leadership in Organizations: There is a Difference Between Leaders and Managers. USA: University Press of America