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[Business](#), [Management](#)



IntroductionIntroducing the topic of “ Good leadership instead of good managerial skill is required for a company to grow” i’ll be defining leadership skills and managerial skills. The definition of a leader is simply “ a person who leads or commands a group, organisation or country” and “ valuable leadership skills include the ability to delegate, inspire and communicate effectively. Other leadership traits include honesty, confidence, commitment and creativity”. Managerial skills is “ the ability to make business decisions and lead subordinates within a company.

Three most common skills include, human skills - the ability to interact and motivate, technical skills - the knowledge and proficiency in the trade and conceptual skills - the ability to understand concepts, develop ideas and implement strategies. Competencies include communication ability, response behavior and negotiation tactics”. Good skills are essential in any company to expand. Although in my opinion, both leadership and managerial skills are necessary. However in this assessment, as the opinion stated in the topic already supports leadership skills, i will explain why managerial skills are irreplaceable in comparison with leadership skills and why both of them are crucial.

Managerial skills & leadership skillsA manager is a person in an organisation who is responsible for carrying out the four functions of management (Fayol, 1916) which are planning, organizing, leading, controlling. You will notice that one of the functions is leadership so would it be safe to assume that all managers are leaders. Theoretically it is. However not all managers are leaders because not all managers can do all of those items just listed. Their

primary concern is to accomplish organizational goals. Managers get paid to get things done in organisations as such the manager is accountable of themselves as well as the behaviour and performance of his or her employees. A manager has the authority and power to hire, promote, discipline, fire employees based on their behaviours and performances.

Management is about efficiency and getting results through systems, processes, procedures, controls and structure. A person can become a leader without a formal title, any individual can become a leader because the basis of leadership is on the personal qualities of the leader. People are willing to follow the leader because of who he or she is and what the leader stands for, not because they have to due to the authority of the organisation. The leader will show passion and personal investment in the success of his or her followers reaching their goals which may be different to organisational goals. A leader has no formal, tangible power over their followers. Power is a worry to a leader on a temporary basis upon the leader's ability to motivate and inspire his followers.

Managers have subordinates while leaders have followers. Subordinates do not have a choice but to listen to the demands and wishes of their managers but following is a voluntary choice for those who follow a leader. As for Henry Mintzberg, he has identified ten roles common to the work of all managers which are way more developed and detailed through every step of a manager's job. The ten roles are divided into three groups, interpersonal, informational and decisional.

ConclusionThrough all the facts and theories used, i can conclude that leadership and managerial skills are both crucial to a company. Leaders mainly influence and inspire their staff. With the leadership skills, staff would be motivated to do a good job and stay in for the long term. But managers make sure every section of a company is working well together, make sure that complex processes work through enforcing rules. Managerial skills may be targeted for a short term but at least we can make sure that every block built to grow the company will be solid and stable so that no problems and issues can arise. The two skills combined together would make the company grow because managers would be focused on the “ how” to make a company better and leaders would be focused on “ why”.