

Management and leadership

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



of the Organization In this paper, I will differentiate between the concepts of management and leadership at Boeing, which is an American multinational aerospace company.

Difference between Management and Leadership

At Boeing, management means to control all departments and activities of the company whereas leadership is just a single aspect of management. The aim of the managers is to take care of all administrative matters in order to maximize the organization's output whereas the concept of leadership is used to direct and motivate employees to accomplish organizational goals and objectives. Managers working at Boeing have also adopted the transformational leadership style as they inspire and motivate employees to cause positive changes in the organization's system.

Another difference between management and leadership is related to their approach and perspectives. At Boeing, managers always think incrementally and they do everything in accordance with the company's policy, whereas leaders think radically and they follow their own initiations in the benefit of the company. The Boeing Company hires managers based on their managerial as well as leadership skills. The company believes that a good manager is one who can motivate and lead the employees effectively by setting his/her own example.

Leadership is one of the main elements of Boeing's culture. It has its roots in every department as all managers lead the employees towards increased performance and productivity. Rampur (2010) states, " In the corporate world, leadership is undoubtedly the most important action that has to be considered if you want to get the work done collectively". Every department

of Boeing works in partnership with the Boeing Leadership Center that works towards ensuring on-the-job successes by providing leadership development opportunities to the managers of all departments.

Managers working at Boeing not only manage and control their employees according to the company's employee management policy but also help them achieve their tasks in an appropriate manner. Boeing's senior management support matrix structure and provide clear direction to the employees. They possess all qualities of good leaders, such as, assertiveness, visionary outlook, and skills to influence others. The core essence of a true leader is to improve organizational processes by motivating and influencing the employees. Every department of the Boeing Company strives to improve at all levels and that is not possible if the managers do not possess leadership skills. Therefore, we can say that although the concepts of management and leadership have some differences but every manager working at Boeing possesses both managerial and leadership skills to ensure improvement in organizational processes.

References

Rampur, S. (2010). Types of Leadership Styles. Retrieved from <http://www.buzzle.com/articles/types-of-leadership-styles.html>