

# Leadership v. Management

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# Agenda

- Definitions of Leadership and Management
- Traditional Roles and Responsibilities
- Change and Integration of Each
- Genetic or Environment
- Business Sectors
- Motivational Techniques
- How to Create the Ideal Leader/Manager

# What is Management?

1. The act or art of managing: the conducting or supervising of something
2. Judicious use of means to accomplish an end

(Webster's Dictionary)

# What is Leadership?

1. Capacity to lead
2. Lead: to guide on a way; to direct on a course or in a direction; to direct the operations, activity, or performance of

(Webster's Dictionary)

# Traditional Management Role

- Planning and budgeting
  - Organizing and staffing
  - Controlling and problem solving
  - Delegating
- 
- What job titles are associated with this?

# Traditional Leadership Role

- Setting a direction
  - Aligning people
  - Motivating and inspiring
  - Recruiting
- 
- What job titles are associated with this?

# Change and Integration

- Managers sometimes need to lead
- Leaders sometimes need to manage
- How can we make this happen?

# Genetic v. Environment

- The “natural born” leader
- Cultivating leaders from within
- Developing personality strengths
- Providing training, opportunities and reward

# Business Sectors

- Profit (manufacturing, financial, etc.)
- Non-profit (education, health care, gov't.)
- Athletics (professional and amateur)
- Military & Law Enforcement
- Family and religion (social)

# Motivational Techniques

## Management:

- raises
- promotions
- bonuses

## Leadership:

- recognition
- honors, awards
- pat on the back
- “cookies”

# How to Create the Ideal Leader/Manager

- Identify the needed skill sets
- Prioritize them
- Recognize the need for flexibility
- Select qualified candidates
- Utilize their strengths
- Provide them with training/support

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# Any questions or comments?

- THANK YOU for your participation!
- Please fill out the evaluation form.
- Let's connect on LinkedIn.

**TQM Works Consulting**

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