

MANAGEMENT VS LEADERSHIP

DEALS WITH COMPLEXITY
Create order & consistency



DEALS WITH CHANGE
Inspire to adapt & evolve

People

Direct & control
Organize people
Get things done **"BY"** people



People

Motivate & inspire
Align people
Get things done **"THROUGH"** people



Vision

Explain "what we have to do"
Concerned with the **short-term**
Bottom-line oriented



Vision

Explain "where we are going"
Concerned with the **long-view**
Big-picture oriented



The Stuff

Develop policies & procedures
Controlling & problem solving
Manages "the stuff"



The Stuff

Develop vision & strategy
Create shared understanding of the "WHY"
Manages "the environment"

MANAGEMENT IS **DOING THINGS RIGHT.**

LEADERSHIP IS **DOING THE RIGHT THINGS.**