


Leadership is Different Than Management and, You Don't Necessarily Have to be a Manager to be a Leader



Presented by Rick McAllister and Rob Hoffman

What is Leadership?


- How do you define Leadership?
- **“The art of getting others to want to do something you are convinced should be done.”** Packard, V. (1962)



What is Leadership?

- How do you define Leadership?
- **“Getting people to do things that they would not do by themselves.”**

US Marines



Managers Do Things Right, Leaders Do the Right Thing

Bennis & Drucker

Leaders vs. Managers

What's the Difference?

- **Managers-**
 - Maintain the Status Quo (for the most part)
 - Monitor Situation
 - Allocate Resources
 - Communicate Targets
 - Measure Results
 - Feedback on the Trends

Leaders vs. Managers

What's the Difference?

- **Leaders**
 - Strategic Thinkers
 - Look Forward and Create Visions
 - Challenge the Status Quo
 - Take Risks
 - Motivate
 - Inspire



How vision works:

- The right vision attracts commitment and energizes people.
- The right vision creates meaning in the work of team members.
- The right vision establishes a standard of excellence.
- The right vision bridges the present and the future.

Leadership Traits

- Are Leaders Made or Born?
- **True Leaders** really don't care, they are busy concentrating on how to become better!

Leadership Traits

- Most Common Traits
 - Honest
 - Forward-Looking
 - Competent
 - Inspiring
 - Intelligent

Leadership Traits



- | | |
|-----------------|-----------------|
| ■ Justice | ■ Enthusiasm |
| ■ Judgment | ■ Bearing |
| ■ Dependability | ■ Unselfishness |
| ■ Initiative | ■ Courage |
| ■ Decisiveness | ■ Knowledge |
| ■ Tact | ■ Loyalty |
| ■ Integrity | ■ Endurance |

Great Leaders

- Live with integrity, lead by example
- develop a winning strategy or "big idea"
- build a great team
- inspire others to greatness
- create a flexible, responsive organizations
- use reinforcing management systems

Leaders

- passionate about what they do
- love to talk about it
- high energy
- clarity of thinking
- communicate to diverse audience
- work through people (empowering)



The leadership balance

Reconciliation of the
needs of the person to
the needs of the team!

