

ARE MANAGERS AND LEADERS DISTINCT FROM ONE ANOTHER?

by:

Rosemelinda II M. Black

Teacher III, Payangan Integrated School

Leaders and managers are two very distinct categories of individuals. The objectives of managers are driven more by necessity than by desire; they are excellent at mediating disputes between people or departments, appeasing all parties while ensuring that the day-to-day operations of an organization are carried out. On the other side, leaders take personal, proactive attitudes toward their objectives. They proactively seek out possibilities and rewards, motivating staff members and igniting the creative process with their enthusiasm. Their work environment is frequently hectic, and their interactions with coworkers and employees are intense.

This article, which was first published in 1977, makes the case that organizations require both managers and leaders to thrive. However, in the bigger American firms at the time, a "managerial mystique" appeared to support the growth of managerial personalities—individuals who depend on and work to uphold orderly work patterns. The management power ethic strives to minimize risk and encourages group leadership.

The same mystery surrounding management can stunt the growth of leaders. How can an entrepreneurial spirit grow when it is immersed in a conservative setting and isn't given individual attention? The development of leadership personalities depends on mentor relationships, but these relationships are discouraged in huge, bureaucratic organizations.

Businesses need to figure out how to simultaneously produce good managers and leaders. Even CEOs with the most creative ideas risk stagnating without a strong organizational structure, irritating staff members, and making little progress. A company, however, will stagnate and quickly lose its competitive edge without the entrepreneurial culture that emerges when a leader is in charge of the group.

References:

<https://hbr.org/2004/01/managers-and-leaders-are-they-different>