

LEADERSHIP VERSUS MANAGEMENT

Student's Name

Institution



Question 1

Although leadership is different from management, the two concepts overlap. The basic connection between these two concepts is that leadership entails use of skills from management. Despite the above similarities, explicit differences exist between the two concepts, ranging from their definitions to their functions. To start with, management refers to a set of processes that keep an organization running; they make it functional in the present and ensure that it will be also functional in the future. Such processes are concerned with budgeting, planning, clarifying jobs, staffing, problem-solving, and measuring performance. On the other hand, leadership refers to the practice of aligning people to the vision through motivation, inspiration, and communication.

Managers have several subordinates, unless the title given to them is honorary and awarded as a mark of seniority. They rule as authoritarians. This position is given to them by the company, which expects the management to execute orders as promptly and accurately as possible. The manager's subordinates also work as they are instructed. The management style is mainly transactional, in the sense that the managers dictate to their subordinates what to do, and the subordinates strictly adhere to what they are told because they expect a reward for doing so. Such rewards range from salaries to incentives and promotions.

It is important to state that managers are subordinates too; they are paid to get things done, mostly within strict constraints of both money and time. Therefore, this work focus is passed down to their subordinates. An interesting characteristic about most managers is that they tend to rise from stable backgrounds and lead relatively comfortable lives. Such an environment makes them persons that are more amiable who ever seek to avoid and resolve conflicts (Changing

Minds.Org, 2013). On the contrary, leaders do not have subordinates; many organizational leaders have subordinates because they are managers too.

Despite the fact that many leaders are charismatic, they do not necessarily need a loud personality. They are ever good with people, exhibiting quiet styles that take blame on themselves and give credit to the others. More importantly, being good with people does not necessarily mean they are friendly with them. To secure their charm of leadership, they always retain some degree of aloofness and separation. However, this assertion does not imply that leaders are never attentive to tasks; on the contrary, they are very focused on achievement. What they aim at is motivating others to work towards their goals. Unlike managers, most leaders have faced serious challenges in their lives that they had to overcome. Such problems taught them to be perseverant, hardy, and independent, which are needed to embark on a task without caring what other people will say.

Question II

Many Christians have no problem with leadership practices as compared to the management practices. The greatest obstacle within the ministry is integrating management because of many people's misunderstandings of the origin of management. Most Christians mistakenly assume that since many organizations have embraced and promoted popular management methods in order to make more profits, it is wrong to adopt such principles in running church affairs. The problem with such a skewed thinking is that principles used in most businesses were established more than four millenniums ago, and are even recorded in the Scriptures. Both the new and the old testaments were replete with examples of organizing, planning, directing, evaluating, and staffing long before business-oriented

textbooks started using them (Estep & Anthony, 2005).

One can be a leader despite being in a non-management position. Although many organizational leaders have subordinates, they have them because they are also managers. However, when they want to be absolute leaders, they must give up the authoritarian control because leading entails having followers and following is ever a voluntary activity. Commanding people on what to do can never inspire them to be loyal followers. One has to appeal to them, demonstrating how their hearts' desires will be accomplished if they became trustworthy followers. The target followers must be convinced enough to abandon what they are doing and follow even if it means walking into dangerous situations. Often, people with high charisma attract people easily by promising transformational benefits, such as making their followers become better people alongside other extrinsic benefits.

Leadership involves adopting strategies that will draw people to oneself, making them acknowledge him or her as a potential leader. Similarly, a good manager will also exhibit good leadership skills, and will indeed prove to be a worthwhile leader. Despite the fact that it is sometimes argued that management is concerned with the present while leadership is concerned with the future, this distinction is very bogus: the two disciplines involve working in the present in order to achieve the preset goals in the future (Hazelden, 2007). As such, a manager needs to be a good leader in order to inspire and motivate his or her subordinates.

References

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