

Different Approaches

Managing vs. Leading - Is there a difference?

The manager administers.



The leader innovates.

The manager maintains.



The leader develops.

The manager relies on control.



The leader inspires trust.

The manager has a short-range view.



The leader has a long range perspective.

The manager has his or her eye on the bottom line.

The leader has his or her eye on the horizon.



(Source: Warren Bennis)

Leadership's Changing Faces

Patton showed himself to be a hard taskmaster with his uncompromising standards and aggressive combat strategy...the lesson that all leaders could take from Patton's achievements is that having an intrinsic desire to win is an essential quality of true leadership..."Leaders must possess competitive anger to win deals or negotiations. A leader with no sense of competitiveness is weak and will easily be overcome by the slightest challenge. Only when there is fire in the belly can great things be achieved."



What Has Changed?



1. Employee attitudes
2. Technology
3. Globalization
4. Pace
5. Patience
6. Information overload
7. Loyalty

Leadership Over Time



Was...

- Respect born from fear.
- Directing others.
- Power and control.
- Task orientation.
- My way or the highway.

Is...

- Respect earned through trust.
- Inspiring others.
- Empowerment.
- Focus on results.
- Gather input, build consensus.