



Analyze the Leadership and management Essay

Leadership has been the subject for quite some time now. Management experts have shown how leadership is important for organisations and how leaders emerge. There has been a debate on whether leaders are born or are trained to take on leadership roles. It has also been argued whether leaders are charismatic individuals or those who are highly skilled. Gibbons 1992 discusses how organisational roles shape the nature of leadership.

Those in entrepreneurial positions are leaders who are risk takers; where as those who are in the supervisory roles tend to be those who conform to rules. George 1992 however takes the view that personality shapes leadership more than other traits. Leaders have been known to be persuasive, committed and visionary people and examples like Napoleon, Lincoln and Gandhi are often chosen to show how personality matters in Leadership roles.

Management on the other hand is the ability to reach defined objectives using resources available. Managerial roles have not been seen as charismatic roles, they are more often than not logistical roles that skilled people occupy to be able to take the organisation toward its defined goals. Alvesson and Sveningsson 2003 examine the role of managers in providing leadership. In the modern context, managers are often asked to bear the responsibility of providing leadership in organisations. Today's corporate manager is seen as a strategist and not someone who necessarily has all the traditional traits of being a leader.

Management and Leadership: Similarities

Management today is responsible for all the original roles that leadership played. Ohmae 1999 explains how today's globalized world places different demands on those in power and occupying strategic roles in organisations. Management is responsible for hiring, training and nurturing talent by way of organising and supporting human resources.

The manager is also someone who defines company policy in the context of laws and regulations that exist. Also managers are responsible for a long-term business plan that ensures the organisation keeps growing. In modern firms where a large number of employees work together across the globe, the dividing line between managers and leaders gets blurred and modern technology helps all managers communicate as effectively as leaders would have. Therefore today, the gap between leaderships and management is closing because of these growing similarities.

Management and Leadership: Differences

However there continue to be differences. Leadership is often a position that is acquired through informal developments that give certain people power. Management gives responsibility and authority. Leadership is what defines the long-term mission of organisations while management ensures that these goals are reached most effectively. Management requires specific skills and tools while leadership requires a set of traits that enable the leader lead from the fro

Leadership And Management Paper

Robert R. Redfield



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