

# Leader Vs. Manager

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# Leader Vs Manager

We use the terms Leader and Manager interchangeably. But basically there are differences between these two. We will look into them in the following:

**Leadership** is defined in various ways.

1. Koontz and O'Donnell:- "Leadership is the ability of a manager to induce subordinates to work with confidence and zeal".
2. Dubin, R.:- "Leadership is the exercise of authority and making of decisions".
3. Allford and Beaty :- "Leadership is the ability to secure desirable actions from a group of followers voluntarily, without the use of coercion".
4. George R. Terry:- "Leadership is the activity of influencing people to strive willingly for group objectives".
5. Hemphill, J.K.:- "Leadership is the initiation of acts which result in a consistent pattern of group interaction directed towards the solution of a mutual problem".
6. Jame J.Cribbin:- "Leadership is a process of influence on a group in a particular situation at a given point of time, and in a specific set of circumstances that stimulates people to strive willingly to attain organizational objectives and satisfaction with the type of leadership provided".
7. Peter Drucker:- "Leadership is not making friends and influencing people, i.e., salesmanship it is the lifting of man's visions to higher sights, the raising of man's personality beyond its normal limitations".

**Nature of Leadership:** In various definitions of leadership the emphasis is on the capacity of an individual to influence and direct group effort towards the achievement of organizational goals. Thus, ' we can say that leadership is the practice of influence that stimulates subordinates or followers to do their best towards the achievement of desired goals

**Management** is the science and art of getting people together to accomplish desired goals and objectives by coordinating and integrating all available resources efficiently and effectively. It is defined as "all the activities and tasks undertaken for archiving goals by continuous activities like; planning, organizing, leading and controlling".

- "Management is a process of planning, decision making, organizing, leading, motivation and controlling the human resources, financial, physical, and

information resources of an organization to reach its goals in an efficient and effective manner”.

- “ Management is a systematic process of planning, organizing, staffing, leading and controlling”
- “Management identifies a special group of people whose job is to direct the effort and activities of other people towards common objectives”.
- “Management is concerned with productivity, thereby implying efficiency and effectiveness.”
- “Management has to pay attention to fulfilling the objectives of the interested parties”.
- “Management is the art and science of getting work done by other people”.
- “Maximum results with the minimum of efforts” is the motto of management of any organization.
- Management is sometimes defined as “getting things done through others’ efforts.”

#### **Nature of Management:**

“Management is Goal-oriented”.

“Management is Indispensable”

“Management can neither be replaced nor substituted by anything else”.

“Management is Intangible”.

“Management can Ensure Better Life”.

#### **Leader Vs Manager:-**

Leadership refers to an individual's ability to influence, motivate, and enable others to contribute toward organizational success.

Influence and inspiration separate Leaders from Managers, not power and control.

A Manager takes decision while a Leader facilitates it.

Leader has followers while the Manager has the employees.

Leaders promote change, but Managers react to the change.

A Leader aligns people, while a Manager organizes people.

### Similarities between Leader & Manager:

1. A manager and a Leader works together.
2. Management and Leadership both entail working with people and it surrounds the people only.
3. Management and Leadership both create the foundation of the organization and functional structure.
4. Management and Leadership influence the work structure and environment.
5. Management and Leadership are concerned with goal achievement.
6. Management and Leadership's main concern is to allocate available resources in such a way that they can be used effectively and efficiently.

Difference between Manager and Leader:

Management <i>(structure)</i>		Leadership <i>(flexibility)</i>
A function	↔	A relationship
Planning	↔	Selecting talent
Budgeting	↔	Motivating
Evaluating	↔	Coaching
Facilitating	↔	Building trust