

Leadership Management



Regulation 13 makes a presumption that all managers are leaders...but is this true?

What is the difference between management and leadership? How can you as a manager also be an effective leader?



3 VITAL QUESTIONS...

- WHERE ARE YOU PUTTING YOUR **FOCUS?**
- HOW ARE YOU RELATING? - **INNER STATE**
- WHAT ACTIONS ARE YOU TAKING? – **BEHAVIOUR**
-



GOOD MANAGEMENT...

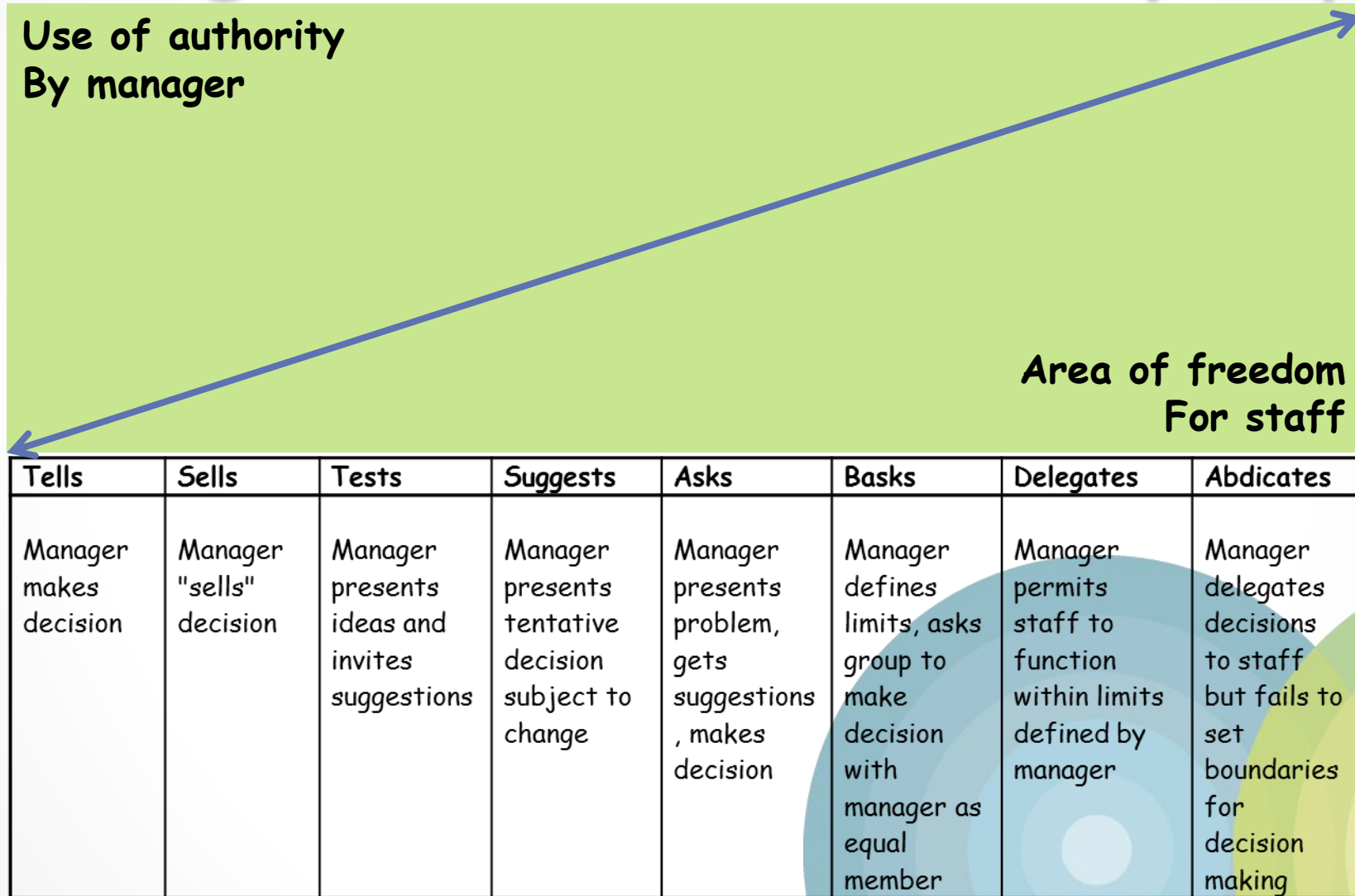
- Share your experience of the best (or worse!) manager you have ever worked for or with.
- What are the qualities that stand out –either by their presence or their lack?
- 15 minutes



GOOD MANAGEMENT...



Management and Leadership style



Adapted from Tannenbaum and Schmidt

GOOD LEADERSHIP....?



Elected the 16th President of the United States of America at 51 years old ...

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GOOD LEADERSHIP..?




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- “We must learn to live together as brothers or perish together as fools. [Martin Luther King, Jr.](#)



WHERE ARE YOU PUTTING YOUR FOCUS?

Top 5 Differences Between a Leader and a Manager?

- Leaders *create* a vision; Managers *execute* the vision,
 - Leaders *create* change; Managers *react* to change.
 - Leaders are people-focused; Managers are structure-focused.
 - Leaders seek feedback; Managers minimize weaknesses.
 - Leaders lead people; Managers manage work.
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WHERE ARE YOU PUTTING YOUR FOCUS?

- *Leadership is more about change, inspiration, setting the purpose and direction, and building the enthusiasm, unity and 'staying-power' for the journey ahead.*
- *Management is less about change, and more about stability and making the best use of resources to get things done...*
- *BUT*
- *Leadership and management are not separate. And they are not necessarily done by different people. It's not a case of, 'You are either a manager or a leader'. Leadership and management overlap.. ."*

Where are you putting your focus?

“ Leaders don't create followers , they create more leaders”

Tom Peters - In search of Excellence

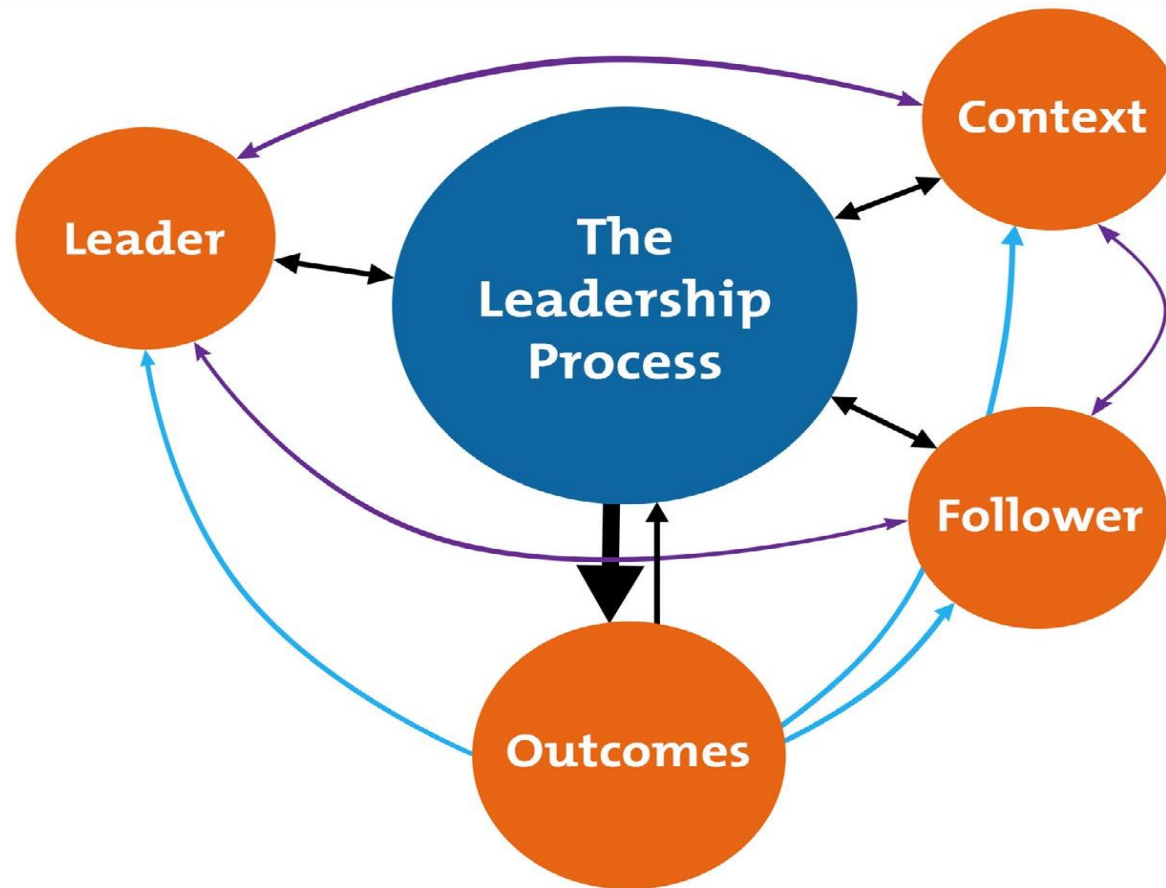
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**The desire to lead
is the most necessary pre-condition to
becoming a leader**



Dunham and Pierce's Leadership Process Model



(Based on: Dunham R.B. and Pierce J.L. (1989) *Managing*, Glenview IL: Scott Foresman, p.556.)

HOW CAN MANAGERS BECOME A BETTER LEADERS?



HOW CAN YOU BE A BETTER LEADER?

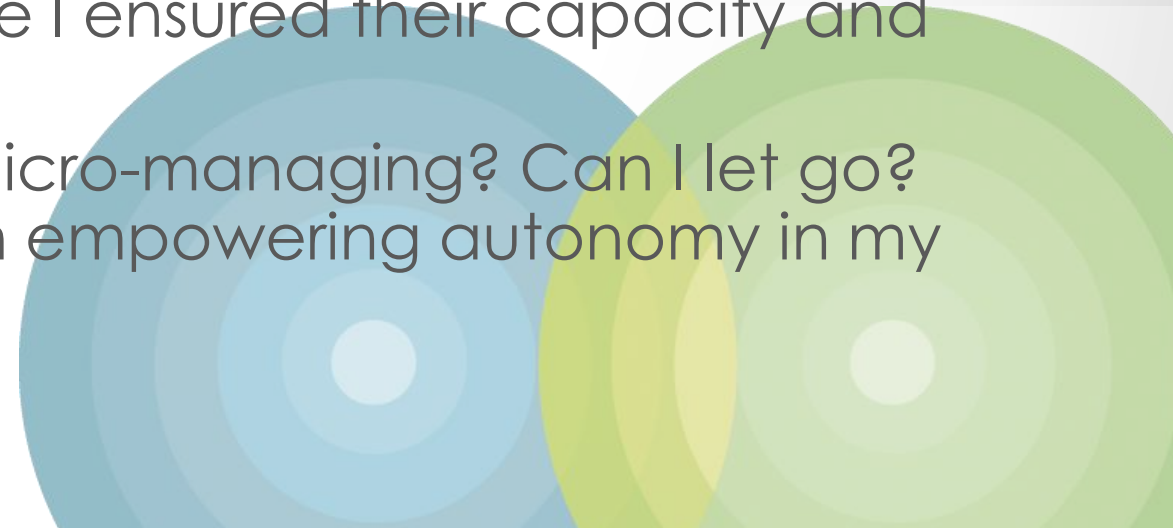
- Make a habit of seeking and listening to **feedback** –
 - Johari's window
 - Belbin team roles
 - Self- assessment and reflection – at the end of each day!
 - SOP – articulate and constantly revisit your shared vision



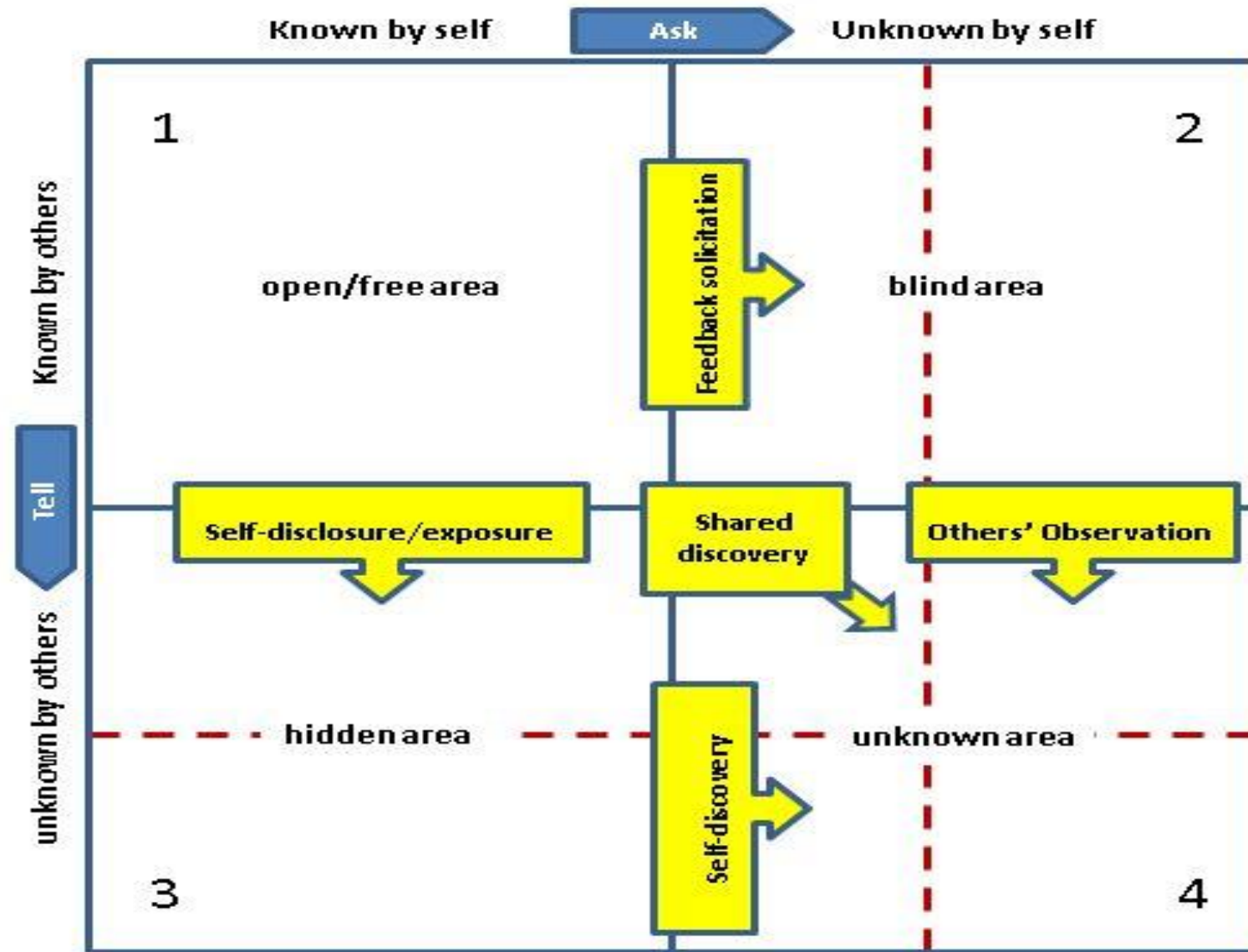
SELF ASSESSMENT AND REFLECTION

- List 3 core tasks you have as a manager currently/
your top 3 on your 'to do' list?
- Ask yourself for each
 - **Where am I putting my focus?** – do I need to do this myself? How is this demonstrating my leadership vision?
 - **How am I relating?** – how is my approach to this empowering others to learn? If I am asking others - have I ensured their capacity and accountability?
 - **What actions am I taking?** – am I micro-managing? Can I let go? Could this task be one baby step in empowering autonomy in my team?

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Johari Window model



- **THANKYOU**

