Leadership versus Management

Student Name:

Institution Affiliation:

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Leadership and management are crucial in any organized structure. Each plays a role that complements the other. Management is more rigid, Leadership is flexible. Management is more of a means to exact the structure, leadership develops the structure. Carroll, P. (2006) suggests that management relies on control while leadership relies on the influence of an individual on a group of people. The application of both is visible in most companies that are running currently. For example, in the initial development of the Apple Company, Steve Jobs was the leader while his compatriot Wozniak was the manager. Management relies heavily on following up on protocol while leadership leans on intuition. Working as a team, Wozniak and Jobs developed a company that emerged as the brainchild to the current computer industry.

Looking at the topic on a different angle, the leader is the person who is required to think outside the box. This allows him or her to be innovative and think differently. Roberts et al. (2008) points out that the manager on the other hand will work with the leader in determining how to structure the new ideas. Only after this, will the manager follow up on the implementation process.

Management is all about following predetermined guidelines. The individual given this responsibility always has to ensure that those under him/her do exactly that. Leadership on the other hand is about imagination and possibilities. Leadership circumvents common knowledge to create an opening for expansion in a field, suggests Roberts et al. (2008).

While both responsibilities look similar, they are very much different. Both leadership and management are important in the success of a company. The manager needs the leaders, the vice versa is also true. Having a little of both in any organization will create an atmosphere where innovation and implementation interact to produce astonishing results.

References

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