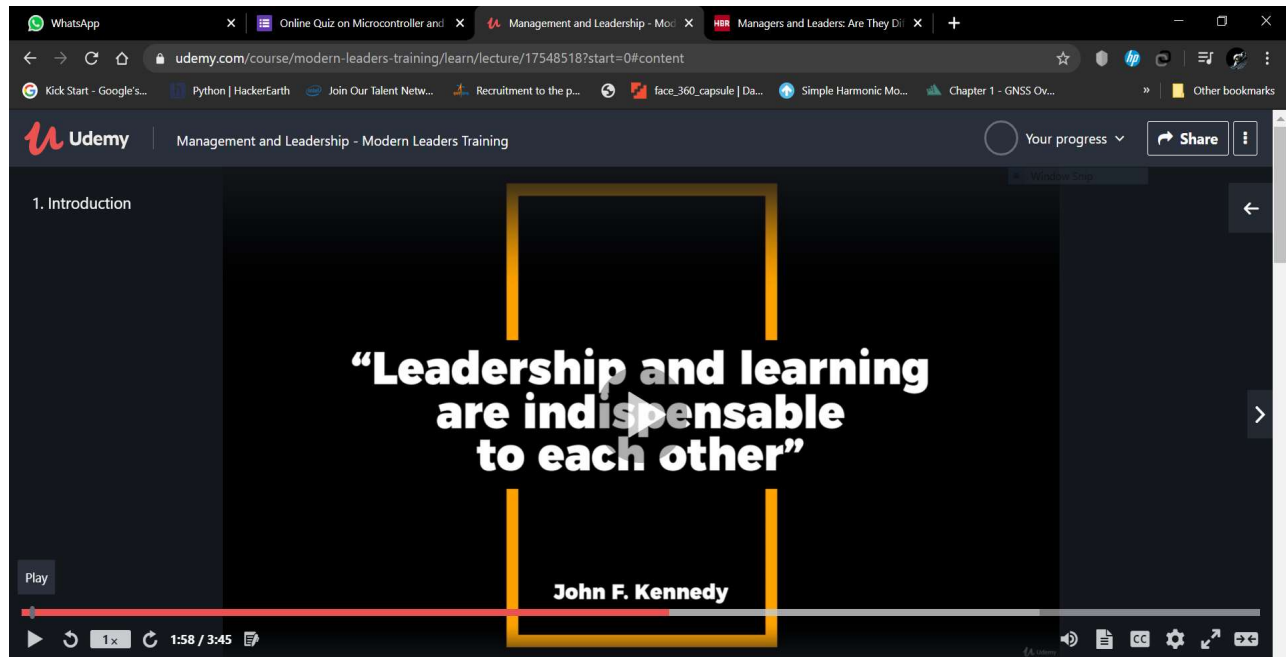


DAILY ASSESSMENT FORMAT

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Course:	DIGITAL DESIGN USING HDL	USN:	4AL17EC103
Topic:	Management & Leadership	Semester & Section:	6-B
Github Repository:	Sachin-Courses		

FORENOON SESSION DETAILS



People often mistake leadership and management as the same thing but in essence, they are very different. The main difference between the two is that leaders have people that follow them, while managers have people who simply work for them. Particularly in small businesses, for a small business owner to be successful they need to be both a strong leader and manager to get their team on board with working towards their vision of success. Leadership is about getting people to comprehend and believe in the vision you set for the company and to work with you on achieving your goals, while management is more about administering and making sure the day-to-day activities are happening as they should.

Leadership and management must go hand in hand. They are not the same thing, but they are necessarily linked and complementary to one another. Any effort to separate the two within an organisation is likely to cause more problems than it solves. For any company to be successful, it needs management that can plan, organise and coordinate its staff, while also inspiring and motivating them to perform to the best of their ability.

Leaders have a tendency to praise success and drive people, whereas managers work to find faults. They paint a picture of what they see as possible for the company and work to inspire and engage their people in turning that vision into reality. Rather than seeing individuals as just a particular set of skills, they think beyond what they do and activate them to be part of something much bigger. They're well aware of how high-functioning teams can accomplish a lot more when working together than individuals working autonomously are ever able to achieve.

For both sides to understand what they have to do, and to achieve excellence in doing it, they need to comprehend the essence of the difference between them. This is a matter of definition – understanding how the roles are different and how they might overlap. Managers, on the other hand, will focus on setting, measuring and achieving goals by controlling situations to reach or exceed their objectives.

The Difference Between Leadership and Management

Management	Leadership
Managers give directions	Leaders ask questions
Managers have subordinates	Leaders have followers
Managers use an authoritarian style	Leaders have a motivational style
Managers tell people what to do	Leaders show people what to do
Managers have good ideas	Leaders implement good ideas
Managers react to change	Leaders create change
Managers try to be heroes	Leaders make heroes of everyone around them
Managers exercise power over people	Leaders develop power with people

Manager vs. Leader Personality

A managerial culture emphasizes rationality and control. Whether his or her energies are directed toward goals, resources, organization structures, or people, a manager is a problem solver. The manager asks: "What problems have to be solved, and what are the best ways to achieve results so that people will continue to contribute to this organization?" From this perspective, leadership is simply a practical effort to direct affairs; and to fulfill his or her task, a manager requires that many people operate efficiently at different levels of status and responsibility. It takes neither genius nor heroism to be a manager, but rather persistence, tough-mindedness, hard work, intelligence, analytical ability, and perhaps most important, tolerance and goodwill.

Another conception of leadership, however, attaches almost mystical beliefs to what a leader is and assumes that only great people are worthy of the drama of power and politics. Here leadership is a psychodrama in which a brilliant, lonely person must gain control of himself or herself as a precondition for controlling others. Such an expectation of leadership contrasts sharply with the mundane, practical, and yet important conception that leadership is really managing work that other people do.