
BUSI 501

Forum 2, Module 2

Group #: Name

Liberty University

Management and Leadership

Introduction to Topic

In the article “*Leadership, Leadership, Leadership*” *Are We All Chanting the Wrong Mantra?* author Colm McCormack points out that today’s business people are cheapening the word leadership by not seeing the difference between a manager and a leader, often glamorizing the word leadership. Within this article McCormack differentiates between leadership and management. Anita Satterlee affirms this article when she states “management and leadership are not synonymous” (Satterlee, 2009, p.5). While these two functions are different, it is important to note that management and leadership can be performed through one individual.

Three Main Concepts

The three main concepts that were observed in this article were (1) the necessity of managerial skills as an effective leader, (2) the differences between a manager and leader, and (3) the earned leadership label that begins in management.

Necessity of Managerial Skills

In his article, McCormack writes, “management is a more common requirement than leadership” (McCormack, 2009, p.2). He also states “that everything comes back to management (McCormack, 2009, p.2). A manager does not have to be a leader, but an effective leader must be a manager. “Management is the allocation of scarce resources against an organization’s objective, the setting of priorities, the design of work and the achievement of results” (Weathersby, 1999, p.5). It is important to note McCormack’s (2009) writing of the statement, “you’ll always have to manage yourself” (McCormack, 2009, p.2). as a manager might lose sight of this effacing technique. Managerial skills are the basis of the road to becoming an effective leader.

Leader vs. Manager

There is a difference between a manager and a leader. A leader focuses on the company's vision and mission. Managers, on the other hand, achieve goals by planning, organizing, leading, and controlling through human and other resources (Satterlee, 2009, p.5). John P. Kotter suggests the main distinction between management and leadership involves management coping with the complexities of daily operational activities, while leadership copes with organizational change (Kotter, 2001, p.86).

Leadership Label

A common misconception of leadership is that it can merely be studied and immediately implemented. This is not the case; as McCormack (2009) says, it is a “mistaken assumption that becoming successful and effective is simply a matter of studying leadership” (p.2). He goes on to write that if you “manage yourself effectively; adopt context suitable approaches to situations, and – over time – the leadership label will be handed to you” (McCormack, 2009, p.2). He is making the point that being a leader is not just a matter of appointing yourself, working hard and letting your abilities be noticed by others so that they naturally follow you. As the manager hones their skills and proves over time that they can manage their personal activities as well as the activities of their peers, they will earn the title of leader.

How These Concepts can be Applied to the Specific Measurable Learning Outcomes from the Course Syllabus

Writing about management dates back to the early 1800s and originally the words were “used interchangeably,” but eventually the “responsibilities of command and cooperation were collapsed into leadership” (Nienaber, 2010, p.661). From an organizational perspective, Craig Hickman (1990) writes that “the most successful companies of the future will be those with

balanced and integrated environments because they will be able to successfully empower and maximize a full range of managerial and leadership talents for the benefit of the organization” (p. 2). Using Biblical ethics and godliness in management, however, will help a manager become an effective leader. Great leaders focus on serving those who follow them. Great leaders wash their people’s feet.

In Luke 22:25-26 (NLT), it reads, “And He said to them, The kings of the Gentiles exercise lordship over them, and those who exercise authority over them are called ‘benefactors.’ But not so among you; on the contrary, he who is greatest among you, let him be as the younger, and he who governs as he who serves.” This verse implies leaders are servants and do not use their position to demand things of others but work alongside them to achieve success. Leadership is an earned title, it is not about control. In Luke 22:25-26, Jesus provides his disciples with this specific guidance for leadership.

Strategies for Implementing the Concepts

In this course, it is important that students recognize that these principles simply cannot be merely studied in academia; additionally, they must be acted upon. This includes understanding the importance of management. Students must take the necessary actions to put these concepts into practice, which includes knowing the difference between the roles of a leader and manager roles, a key to becoming a successful leader. According to Craig Hickman (1990), “the most successful companies of the future will be those with balanced and integrated environments because they will be able to successfully empower and maximize a full range of managerial and leadership talents for the benefit of the organization” (p.2). Therefore, managers should recognize employee accomplishments, compliment successes, and motivate and develop employees to becoming successful leaders by supporting them and giving them the power to

lead. In Matthew 22:37-38, Jesus said the single greatest commandment is to love God and love people as much as you love yourself. By obeying this command, Christians are fulfilling God's will regardless of circumstances. Collectively, if a person can effectively manage their time, relationships, talents and calling in accordance with biblical principles, he will most likely exhibit extensive growth and qualities of a strong leader.

References

Hickman, C. (1990). Balance Management and Leadership. *Executive Excellence*, 7(5), 2.

Retrieved from the ProQuest Central database.

Kotter, J. P. (2001). What Leaders Really Do. *Harvard Business Review*, 79(11), 85-96. Retrieved from Proquest Central database.

McCormack, C. (2009). "Leadership, Leadership, Leadership" Are We All Chanting the Wrong Mantra? Retrieved from www.colmmccormack.com.

Nienaber, H. (2010). Conceptualism of Management and Leadership. *Management Decision*, 48(5), 661-675. Retrieved from the Proquest Central database.

Satterlee, A. (2009). *Organizational Management and Leadership: A Christian Perspective*.

Roanoke, VA: Synergistics Inc.

Weathersby, G. (1999). Leadership vs. Management. *Management Review* 88.3, 5. Retrieved from Proquest Central database.