

Leading and Managing: The Real Difference

This should be taught in every workplace:

A manager is given authority. A leader earns influence.

Titles are handed out. Leadership is chosen every day.

Here's the real difference between a manager and a leader:

1) Managers get their power from the organization

- They have the title, the office, the business card
- Their authority is official, not personal

2) Leaders get their power from people

- They inspire trust and respect
- Their influence comes from how they treat others

3) Managers focus on tasks and results

- They assign work, track progress, and enforce rules
- Their job is to keep things running

4) Leaders focus on people and growth

- They listen, support, and advocate for their team
- They lift others up and help them succeed

5) Managers are promoted by the company

- They are chosen for their skills or experience
- Their authority is given, not earned

6) Leaders are chosen by the team

- Anyone can be a leader, with or without a title
- Their influence is earned through action and care

7) Managers say, “Do this because I said so”

- They rely on their position to get things done

8) Leaders say, “Let’s do this together”

- They work in the trenches, side by side with their team

9) Managers measure success by numbers

- They look at targets, deadlines, and reports

10) Leaders measure success by impact

- They look at growth, trust, and team spirit
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The Bottom Line

Simon Sinek says it best: *Leadership is about looking after the people to your right and left. It's about lifting others up.*

You don't need a title to be a leader.

You just need to care, listen, and help others rise.

That's the real difference. And anyone can do it.