

LEADERSHIP IN MANAGEMENT



THE LEADER IN MANAGEMENT OR THE MANAGER IN LEADERSHIP?

06/25



LEADERSHIP IN MANAGEMENT

LEAD

The **initiative** in an action; an **example** for others to follow. To guide especially by going in advance.



Leadership is the capacity to influence and empower people. The privilege to lead is earned through cultivated trust. A key focus of leadership is empowerment, not power. Becoming a leader is a process.



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MANAGE

To direct or **be in charge** of; to handle, **organize** and **control**.



Managers are responsible for performing pre-planned tasks and/or allocate resources on a regular basis with the help of subordinates. Managerial responsibilities are often outlined in the job description.



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Management is an appointed position (title) with some level of authority.

A title is sometimes perceived as leadership. Some managers are sometimes mistaken for leaders because their title placed them in a leadership position, however, they are unable to provide effective leadership.

It is imperative that after you have been placed in management (given a position with any level of authority) that you become a leader.

Having a leadership position does not make you a leader



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MANAGER

- Maintains status quo
- Relies on control
- Does things right
- Focuses on resources
- Tell/Force

VS



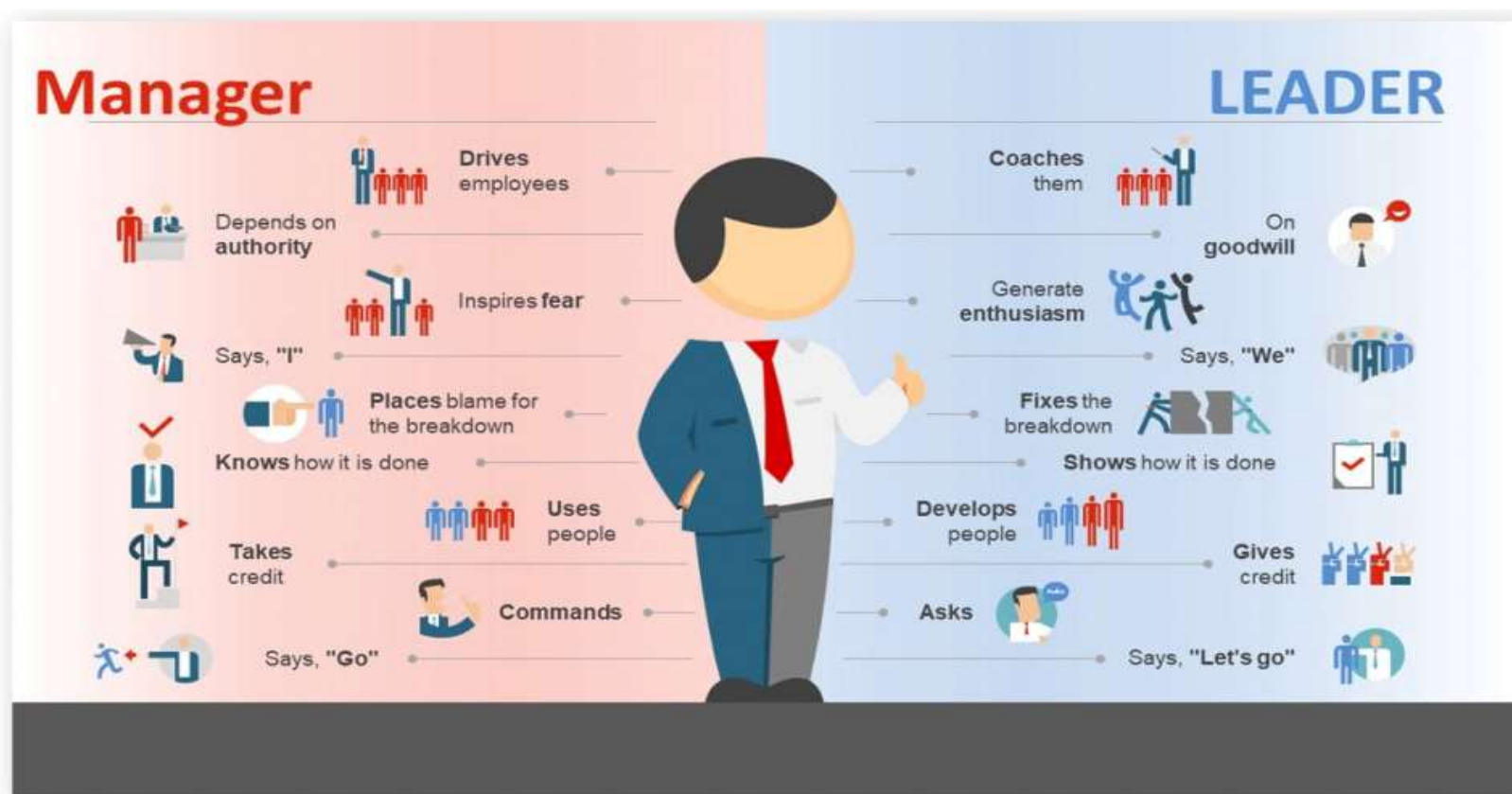
LEADER

- Develops
- Inspires
- Does the right thing
- Focuses on people
- Sell/Choice



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THE DIFFERENCE





LEADERSHIP IN MANAGEMENT

- ❖ Empower
- ❖ Inspire
- ❖ Influence
- ❖ Holds themselves accountability
- ❖ Integrity/honest
- ❖ Character





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- ❖ Condones incompetence
- ❖ Only recognizes top performers
- ❖ Uses fear, intimidation and manipulation
- ❖ Wields power
- ❖ Lacks empathy/patience
- ❖ Shows favoritism





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People naturally follow leaders who are stronger than themselves



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Know if you are managing or leading

An employee that feels over managed and under led engages in forced compliance and usually does what they are told because they feel obligated and is merely trying to avoid discipline. However, they have mentally checked out and frequently use phrases like, “I just work here” or “I am just here to do my hours and go home”



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Know if you are managing or leading

An employee that is over led and under managed is very driven and motivated. However, they may feel like they don't have the necessary tools to accomplish the tasks at hand.



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Becoming a leader must be intentional



There **must** be a balance of leading people while managing resources and activities.

A leader doesn't have to be an authority figure in the organization; **a leader can be anyone.**





THANK YOU 

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