

DIFFERENCE BETWEEN LEADERSHIP AND MANAGEMENT

While many might think that a manager is also a leader because of the overlap between the work that managers and leaders do, they have different meanings and must not be used interchangeably. Both imply unique set of skills, characteristics, and functions that share a few similarities. They also show some strong differences in some circumstances. For example, some people lead without a managerial role while some managers do not practice leadership.

Leadership can be defined as a process of social influence which maximizes the efforts of others towards achieving a goal or a specific target. It is the art of motivating a group of people. On the other hand, management is the art of work done through people with the satisfaction of the public, employer, and the employees.

LEADERS	MANAGERS
Set the vision	Follow the vision
Think ideas	Think execution
Inspire people	Drive people's success
Look in the future	Work in the present
Shape the culture	Endorse the culture

Areas Where Management and Leadership Overlap

Even though the roles of leadership and management in the organization may vary, there are many areas where their duties and responsibilities overlap. The three main areas include:

1. **Communication:** messages that come from both managers and leaders are crucial to the success of an organization. Employees need guidance at work and while leadership will inspire, management communication is important as it empowers people and helps in building stronger relationships.
2. **Change and crisis management:** in times of crisis, cooperation between leaders and manager is vital. While leaders may have the right clue as to how a crisis could be