

1.2: The Difference Between Managers and Leaders

Managers and Leaders: What's the Difference?

There is a clear distinction between **leadership** and management and between **managers** and **leaders**. A manager's behavior and activities focus on controlling, planning, coordinating, and organizing. This differs from a leader, whose behaviors and tasks focus on innovation, vision, motivation, trust, and change.

Read the short article "[The Difference between Managers and Leaders](#)" to learn more about these important distinctions.

Table 1.1 Difference Between Management and Leadership.

Managers	Leaders
Cope with complexity by...	Cope with change by...
planning for goals	setting direction
budgeting for goals	developing a future
establishing agendas and tasks	having a strategic vision for change
organizing roles and responsibilities	aligning of people
structuring staff and jobs	communicating direction
delegating people	creating coalitions
monitoring and implementing results	being commitment focused
identifying deviations	motivating and inspiring
planning and organizing to solve problems	leveraging human value and potential

Note. Adapted from Kotter, *What Leaders Really Do* (1999). Cambridge, MA: Harvard Business Review.

Source: 1.1 "[The Difference Between Managers and Leaders](#)." *Leading with Cultural Intelligence*. Saylor Academy. 2012.

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