

**MANAGEMENT** VS **LEADERSHIP**

**DEALS WITH COMPLEXITY**  
Create order & consistency



**DEALS WITH CHANGE**  
Inspire to adapt & evolve

**People**

Direct & control  
Organize people  
Get things **done "BY" people**



**People**

Motivate & inspire  
Align people  
Get things **done "THROUGH" people**

**Vision**

Explain "what we have to do"  
Concerned with the **short-term**  
Bottom-line oriented



**Vision**

Explain "where we are going"  
Concerned with the **long-view**  
Big-picture oriented

**The Stuff**

Develop policies & procedures  
Controlling & problem solving  
Manages "the stuff"



**The Stuff**

Develop vision & strategy  
Create shared understanding of the "WHY"  
Manages "the environment"

**MANAGEMENT IS DOING THINGS RIGHT.**

**LEADERSHIP IS DOING THE RIGHT THINGS.**