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FUTURE FORUM



# LEADERSHIP VS MANAGEMENT: WHAT'S THE DIFFERENCE?

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## The difference

### Leg 1

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7 Bft  
uncomfortable  
sailors afraid  
people ran off

### Leg 2

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10–11Bft  
dangerous  
sailors afraid  
people still sail

## The difference

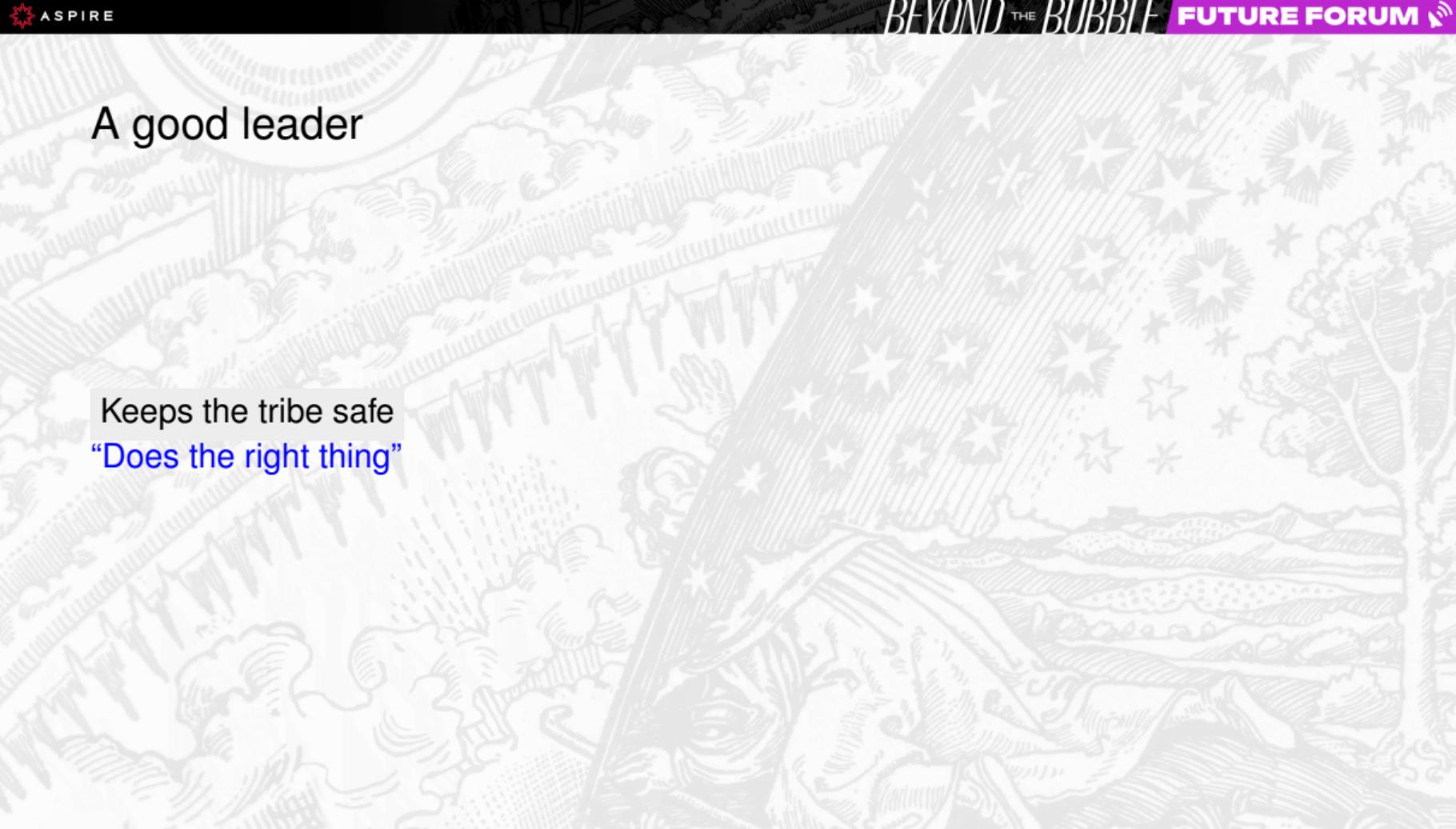
### Leg 1

7 Bft  
uncomfortable  
sailors afraid  
people ran off  
captain sick and in bunk

### Leg 2

10–11Bft  
dangerous  
sailors afraid  
people still sail  
captain supporting and comforting everyone





A good leader

Keeps the tribe safe  
“Does the right thing”

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“Does the right thing”

Therefore a good leader puts others above himself and naturally

1. doesn't have to work long hours
2. is proud when staff knows more (and admits he doesn't)
3. is proud when staff can do something more
4. cares about staff and has compassion for everyone
5. doesn't have to bark orders
6. changes course with confidence

A good manager (or “functional manager”)

“Does the things right”

## A good manager (or “functional manager”)

provides 3 things:

1. clarity,

“Does the things right”

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A good manager provides clarity on

1. company values
2. what needs to be done
3. how things need to be done
4. what good looks like

## Differences between Leader and Manager

### **Manager**

tells you how to do things  
responsible for KPIs with the team  
shares in praise  
might be in trouble when things go awry

### **Leader**

does the right thing  
responsible for people making the KPIs  
gives praise when success  
takes the blame when things go wrong

A team-leader makes a team function (aka “line manager”)



Figure: The five functions of a team

## The secret to success? – start with manager

1. be a good manager  
*learn it — it's about you*



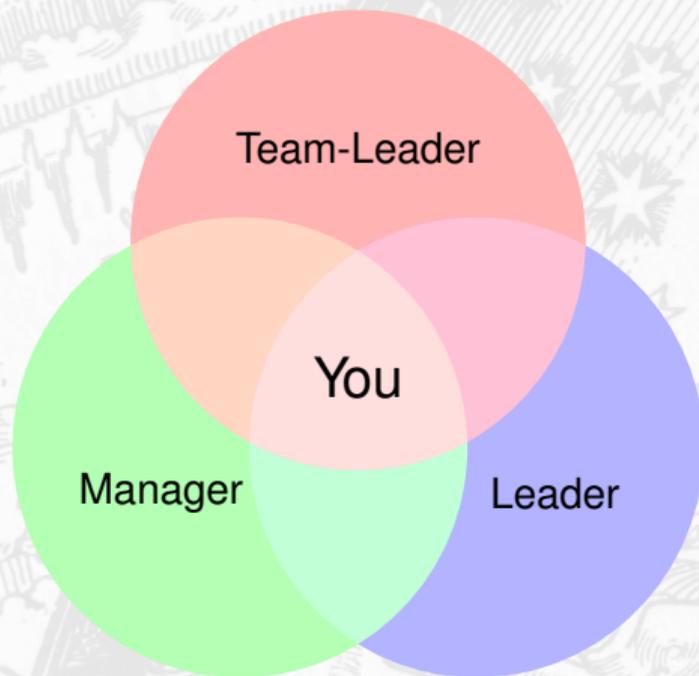
## The secret to success? – then build up to team-leader

1. be a good manager  
*learn it — it's about you*
2. be a good team-leader  
*train it — you need to win others hearts*



## The secret to success? – ... but take your time

1. be a good manager  
*learn it — it's about you*
2. be a good team-leader  
*train it — you need to win others hearts*
3. be a leader  
*be it — it is not yours to take, it's a gift from others*



## Summary: Leadership is Serving Others



## Note: The Cost of Leadership

- You lose the freedom to lie, cheat, be selfish, etc.
- You take the hit when something doesn't work out
- You will have to stand your ground (you will have to protect them)



## Beyond People Leadership

- **Transformational Leaders** – Bill Gates, Steve Jobs, Elon Musk, Maria Theresa, Nelson Mandela, Mahatma Gandhi
- **Thought Leaders** – Confucius, Marcus Aurelius, Socrates, Friedrich Nietzsche, Dalai Lama, Malcolm X
- **Intellectual Leaders** – Albert Einstein, Marie Curie, Stephen Hawking, Noam Chomsky, Carl Sagan
- **Innovative Leaders** – Jeff Bezos, Mark Zuckerberg, Larry Page, Sergey Brin
- **Political Leaders** – Winston Churchill, Franklin D. Roosevelt, Angela Merkel, Barack Obama

## Summary: The Essence of Leadership

1. Leadership is natural, normal, and very common (everybody can be a leader, but not everybody should be one)
2. Leadership is essentially serving and protecting others
3. Rewards are essentially “honorary” (dopamine and oxytocin)
4. Risks include taking the blame when things go wrong

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**THANK YOU**

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