

Leadership versus Management

Leadership	Management
People	Things
Spontaneity, serendipity	Structure
Release, empowerment	Control
Effectiveness	Efficiency
Programmer	Program
Investment	Expense
Principles	Techniques
Transformation	Transaction
Principle-centered power	Utility
Discernment	Measurement
Doing the right things	Doing things right
Direction	Speed
Top line	Bottom line
Purposes	Methods
Principles	Practices
On the systems	In the systems
"Is the ladder against the right wall?"	Climbing the ladder fast

	Leadership	Management
Warren Bennis	"Leaders are people who do the right thing"	"Managers are people who do things right"
John Kotter	"Leadership is about coping with change"	"Management is about coping with complexity"
Kouzes & Posner	"Leadership has about it a kinesthetic feel, a sense of movement..."	"Managing is about 'handling' things, about maintaining order, about organization and control"
Abraham Zaleznik	"...Leaders are concerned with what things mean to people"	"Managers are concerned about how things get done"
John Mariotti	"Leaders are the architects..."	"Managers are the builders"
George Weathersby	"Leadership focuses on the creation of a common vision"	Management is the design of work...it's about controlling"