Leadership and Management: Why You Need Both

Presented by
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You have probably heard this quote by Peter Drucker: “Management is doing things right; leadership is doing the right things.” While that is certainly a great quote, there is more to it than that. To improve the leadership and management at our firms, we must understand the difference between the two, and the importance of investing our time and energy to have better leaders and managers. This session will explore the differences and give you practical tips to help you become a better leader and manager.

Objectives:
- Examine the difference between leadership and management.
- Recognize how to be a more effective leader.
- Identify tools to help you connect with others.
What Makes a Great Leader?

What Makes a Great Manager?

Leadership

- Working “on” the business
- Providing Clear Direction
- Creating Openings
Management

Working “in” the business

Creating Clear Expectations

Ensuring Things Get Done

Accountability

L + M = A
Great? Or Not So Much??

Great…
- Creates Context
- Makes Time for their Team
- Gives You Autonomy
- Puts the Organization 1st
- Takes Time to Focus
- Is Consistent
- Phones, Stops By
- Holds Effective Meetings
- Reviews what is/isn’t working
- Says Thank You

Not so Great…
- Create Confusion
- Never Has Time for You
- Micromanages
- Puts Themselves First
- Lives in the Moment
- Is Inconsistent
- Overuses email, texting
- Holds ineffective Meetings
- Infrequent Reviews
- Rarely Shows Appreciation

G-W-C
“Oh no, my dear; I’m really a very good man. I’m just a very bad Wizard.”
~The Wizard of Oz

Your Style Does Not Have to Change
You Must Genuinely Care About People

You Must Want to be Great
Practice Makes Perfect

What it Takes...
What it takes...LEADERSHIP

• Giving clear direction

If you are working on something exciting that you really care about, you don't have to be pushed. The vision pulls you.

Steve Jobs
What it takes...LEADERSHIP

• Giving clear direction
• Time
DELEGATE AND ELEVATE

<table>
<thead>
<tr>
<th>Love doing it &amp; great at doing it</th>
<th>Like doing it &amp; good at doing it</th>
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<tbody>
<tr>
<td>Don’t like doing it &amp; good at doing it</td>
<td>Don’t like doing it &amp; not good at doing it</td>
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What it takes...LEADERSHIP

- Giving clear direction
- Time
- Let go
What it takes...LEADERSHIP

• Giving clear direction
• Time
• Letting Go
• Acting with the greater good in mind
Flashlight vs Lantern

What it takes...LEADERSHIP

• Giving clear direction
• Time
• Letting go
• Acting with the greater good in mind
• Taking clarity breaks
What it takes...MANAGEMENT

• Keeping expectations clear
What it takes...MANAGEMENT

- Keeping expectations clear
- Communicating well
What it takes...MANAGEMENT

- Keeping Expectations clear
- Communicating well
- Having the right meeting cadence
What it takes...MANAGEMENT

• Keeping expectations clear
• Communicating well
• Having the right meeting pulse
• Having quarterly conversations
What it takes...MANAGEMENT

• Keeping expectations clear
• Communicating well
• Having the right meeting pulse
• Having quarterly conversations
• Rewarding and recognizing
What it takes...MANAGEMENT

Bonusly
Leadership and Management

Leadership without Management
- HALLUCINATION

Leadership with Management
- GROWTH

No Leadership Or Management
- NIGHTMARE

No Leadership With Management
- RUDDERLESS

How are YOU doing?

- [ ]
  - [x]
THANK YOU!

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Your opinion matters!

Please take a moment now to complete the evaluation.

Thank You!