



Management and Leadership: Achieving Balance



Tent Pole Challenge

Rules

- Index fingers pointed *straight*
- Pole rests on top
- Everyone *must* always have finger touching the pole!
- If one person loses contact, start over



Table Group Debrief

1. How did leadership get established?
2. How would you describe the group dynamic?
3. Did anyone attempt to establish a productive group dynamic?
4. Did anyone inquire re: goals beyond "lowering the pole?"
5. How did the group align (or not) on a particular path forward?
6. What process was settled upon to drive success? Who managed the implementation of this process? How?



So What?

Q: What does this have to do with leading or managing?



Objectives

- Distinguish between your role as manager and leader
- Consider the focus you place on either
- Identify opportunities to adjust

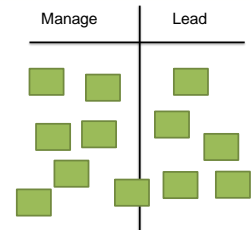
Agenda

- 1 Tent Poles
- 2 Introduction
- 3 Management or Leadership
- 4 Balancing
- 5 Finding Opportunities

Management or Leadership

- Discuss and identify which activities you think are management and which are leadership.

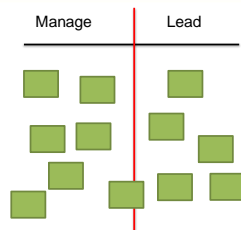
5 min



Management or Leadership

Q: Reactions?

Q: How did you "define" the line?



Who are the great _____

Leaders

- Politics
- Religion
- Technology
- Art/Music
- Science
- Business
- Social Movements
- Military

Managers?

- Politics
- Religion
- Technology
- Art/Music
- Science
- Business
- Social Movements
- Military

M or L: Peter Drucker

Management	Leadership
Make sure we do things right	Make sure we do the right things

The Essential Drucker, Collins Business Essentials, 2008

M or L: John Kotter

Management	Leadership
Coping with complexity	Coping with change
Planning and Budgeting	Setting Direction
Organizing and Staffing	Aligning People
Controlling and Problem-solving	Motivating People

What Leaders Really Do, Harvard Business Review, 2001

M or L: Becoming

Becoming a better **manager** is about **honing your craft**; creating habits of organization and interaction that allow the people who work for you to be best utilized and focused on achieving company goals.

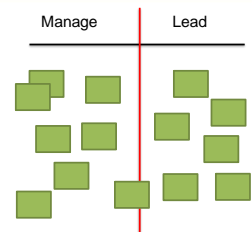
Becoming a better **leader** is primarily an internal process of **self-reflection**; learning to think and then behave differently. It's about seeing yourself as a leader, and then behaving in ways that make others see you as a leader, too.

Manage or Lead. Do Both. Erika Anderson, Forbes, 2012

Management or Leadership

What, if anything, would you change?

3 min



M&L & Strengths

Q: What connections do you see between managing, leading and strengths?



Lead, Manage, Strengths

Executing	Influencing	Relationship	Strategic Thinking
•Achiever	•Activator	•Adaptability	•Analytical
•Arranger	•Command	•Developer	•Context
•Belief	•Communication	•Connectedness	•Futuristic
•Consistency	•Competition	•Empathy	•Ideation
•Deliberative	•Maximizer	•Harmony	•Input
•Discipline	•Self-Assurance	•Includer	•Intellection
•Focus	•Significance	•Individualization	•Learner
•Responsibility	•Woo	•Positivity	•Strategic
•Restorative		•Relator	

My Attempt

Manage	Lead
Planning and budgeting	Setting direction
Organizing and staffing	Aligning people
Controlling and problem-solving	Motivating people
Schedule work	Create a culture
Delegate tasks	Be a role model
Monitor project and task accomplishment	Share a vision
Trouble-shoot quality or productivity challenges	Create change
Use analytical data to forecast trends	Monitor long-term trends
Coach & mentor	Coach & mentor

Opportunities: Your Ideal %



Opportunities



- Grab your phone
- Examine next week's calendar
- Estimate % of your time aligned with management and leadership activities
- How close to your ideal

Opportunities

Go back to you phone calendar, identify:

- 2 opportunities to provide more leadership (or mgmt.) next week
- What specifically will you do differently in each?



Opportunities: Personal Life



- Q: How you could show up more as a leader (or manager)?
- family,
 - school,
 - church,
 - neighborhood,
 - social group, etc.

Action Plan

I learned that:

Within the next two weeks, I will: