

# Great leadership

Leadership vs. Management

## Leadership in the 21st century

Leadership can be defined as a process by which **one** individual <u>influences</u> **others** toward the attainment of group or organizational goals

- Leadership is a social influence process
- Leadership cannot exist without a **leader** and one or more **followers**
- Leadership elicits voluntary **action** on the part of followers
- The *voluntary* nature of compliance separates leadership from other types of influence based on **formal** authority
- Leadership results in *followers' behavior* that is purposeful and goal-directed in some sort of organized setting

Is Leadership the same of Management? Yes/No

### Leadership should be distinguished from management

#### • Management involves:

- Planning, organizing, staffing, directing, and coordinating, controlling, and a manager is someone who **performs** these functions
- A manager has **formal** authority by virtue of his or her **position** or office
- Leadership, by contrast, primarily deals with influence
  - A manager **may** or **may not** be an effective leader
  - A leader's ability to influence others may be based on a variety of factors other
     than his or her formal authority or position
  - Leadership is **part** of Management

# Main differences between **Leadership** and **Management:**

Leadership	Management
ls an <b>informal</b> relationship	ls an <b>authoritative</b> relationship
Is done by leaders and collaborators	Is done by managers and subordinates
ls an episodic affair	Is done continuously
Does <b>not</b> require a position from which to operate	Requires <i>position power</i> from which to operate (a position of power)

Leadership has changed over the past few decades. So, what is Leadership today?

Leadership	Yesterday	Leadership	Today
<ul> <li>I.Commerce</li> <li>2.Work</li> <li>3.Answers</li> <li>4.Directives</li> <li>5.Serious</li> <li>6.Directives</li> <li>7.Conventional</li> <li>8.Speaks</li> <li>9.Local</li> <li>10.Exclusive</li> </ul>		<ul> <li>I.Compassion</li> <li>2.Balance life and work</li> <li>3.Questions</li> <li>4.Participation</li> <li>5.Fun</li> <li>6.Conversations</li> <li>7.Unconventional</li> <li>8.Listens</li> <li>9.Global</li> <li>10.Inclusive</li> </ul>	



Choose two of the above and give examples:

Homework:



During history there have been some great leaders. Some great leaders have had both a positive and negative influence. But what makes people great leaders?

Select **3** people whom **you think are/were great leaders**. It can be **anyone** *past* or *present* (Obama, XiaoPing, Luther King, Churchill etc)

- I. Tell me why you think they were good leaders.
- 2. Do you think that they used their influence as a leader for a positive or negative outcome?
- 3. What attributes/skills/knowledge do they think that they possess that have made them good leaders?



Worksheet IC
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Summary of worksheet	Summary of worksheet in Chinese

In your opinion, what is the most important thing to remember?

# What are the keywords from this worksheet?

English:	Chinese translation: