

Exercise #1

Leadership vs. Management Exercise

In this individual and group exercise you will take a quiz and have a discussion that will help you to think through and clarify the differences between leadership and management.

Instructions: Put an **L** or an **M** on the line after each statement to show whether you think the statement best describes a leader (L) or a manager (M)

1. Provides structure _____
2. Uses imagination _____
3. Asks what and why _____
4. Administers _____
5. Inspires trust _____
6. Gives answers _____
7. Keeps an eye on the bottom line _____
8. Does the right thing _____
9. Uses common sense _____
10. Creates vision and meaning for the organization _____
11. Asks how and when _____
12. Provides support _____
13. Has an eye on the horizon _____
14. Uses transformational influence _____
15. Does things right _____
16. Formulates long-term objectives for change _____
17. Acts within the established culture of the organization _____
18. Asks questions _____
19. Innovates _____
20. Relies on control _____

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Try to come up with three new statements to describe a leader and three new statements to describe a manager.

A leader ...

1. _____
2. _____
3. _____

A manager...

1. _____
2. _____
3. _____