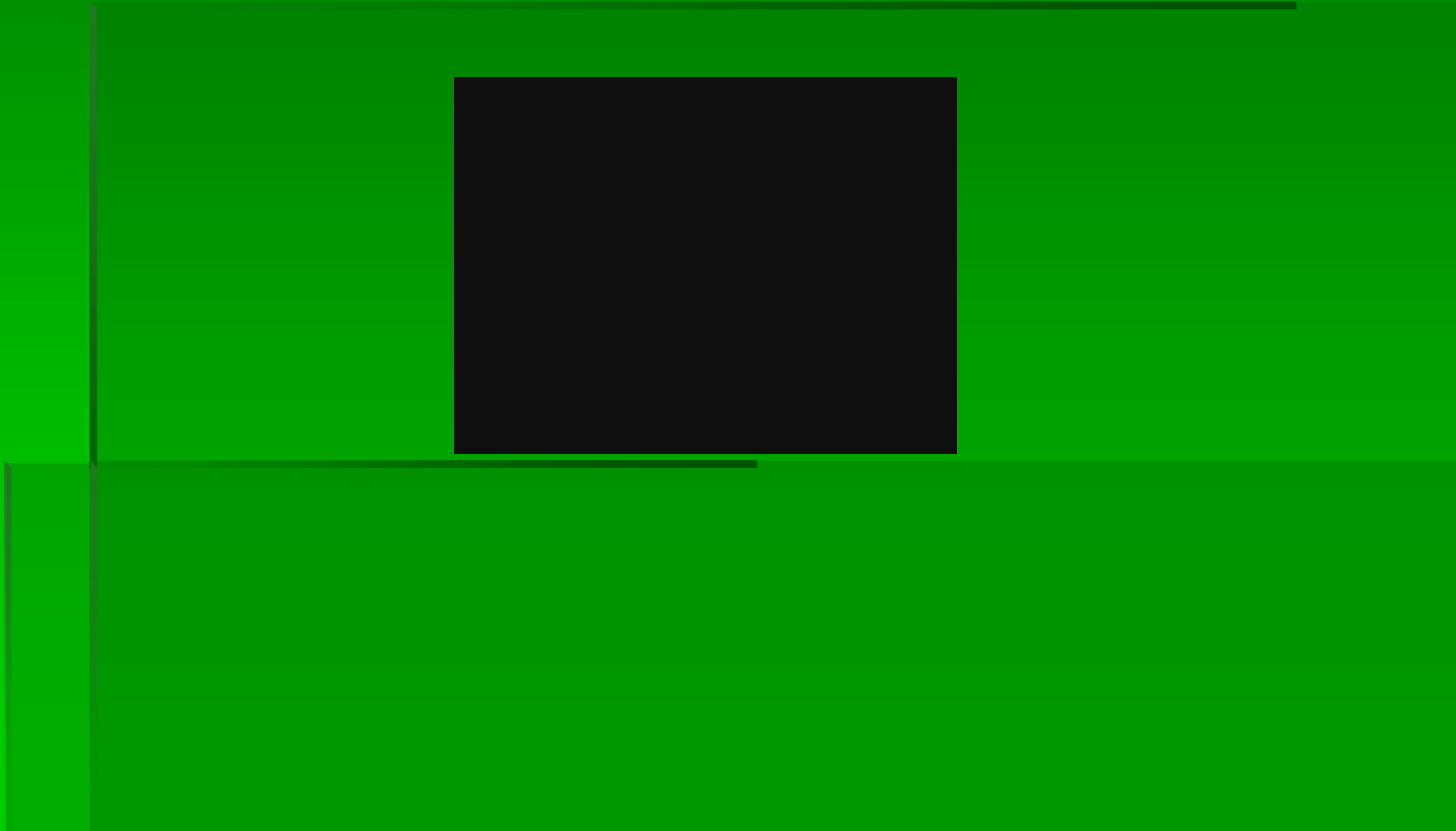


Managing and Leading

Developing a healthy balance



Differing roles

Managers

- Make things happen
- Keep work on schedule utilizing established process, and procedures

Leaders

- Create the possibilities for things to happen
- Empowering decision-making and process creation to get the work done in the best way possible

Differing roles

Managers

- Supervise details/minimize problems
- Control all facets
- Focus on tasks

Leaders

- Trust team with details/possibilities
- Trust work to people who are responsible
- Focus on people

Differing roles

Managers

- Reactive
- Work in the system

Leaders

- Proactive
- Work on the system

Focus

Managers

- Planning
- Organizing existing structure
- Measuring and controlling

Leaders

- Creating Vision
- Networking people and relationships
- Encouraging and coaching

Management is doing
things right; leadership
is doing the right things.

Peter Drucker

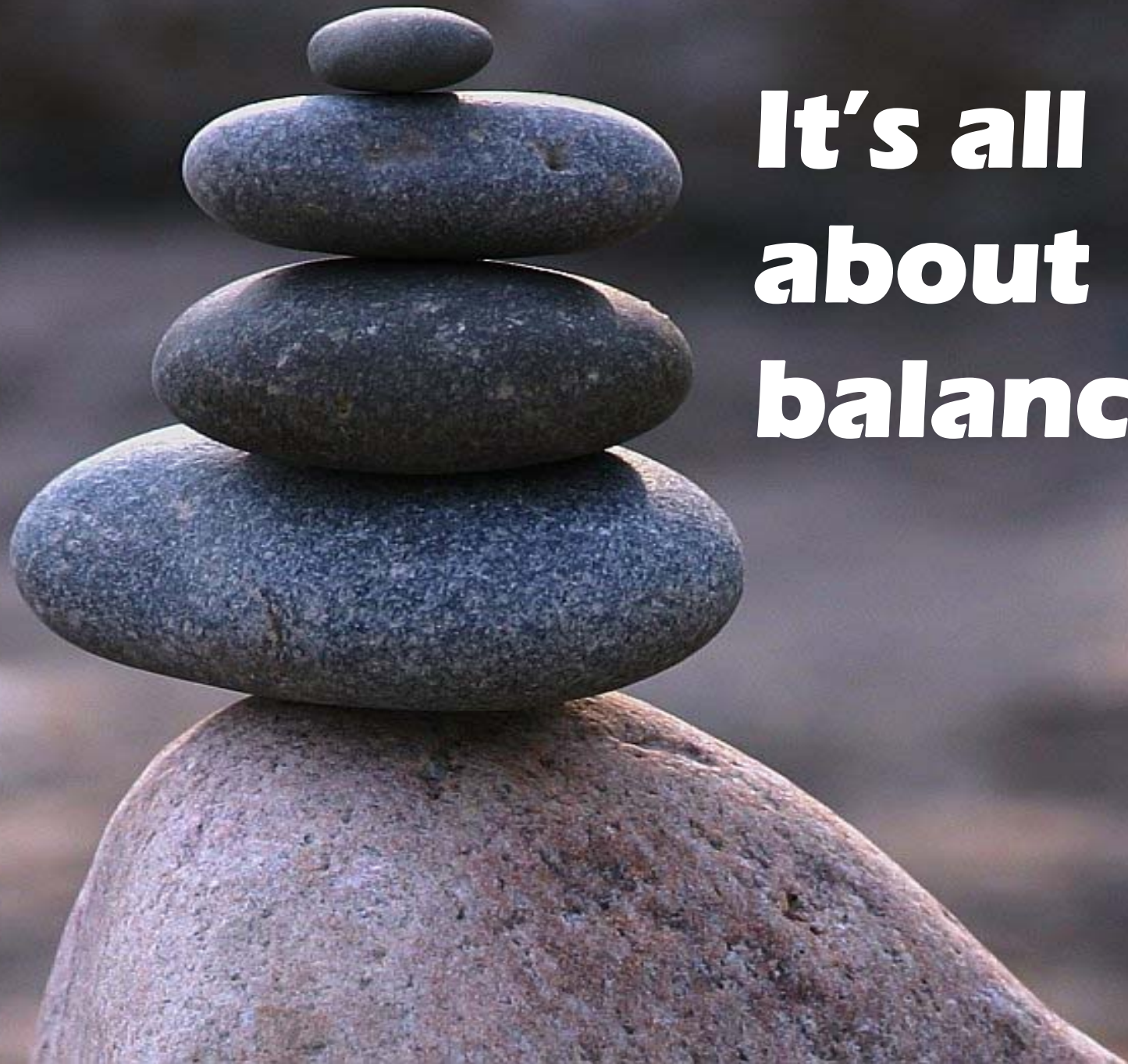
Manage things: Lead people

THE HARD PART

- Processes
- Procedures
- Measurements
- Structures
- Schedules
- Tools
- Budgets
- ABOUT CONTROL

THE SOFT PART

- Ideas
- Fears
- Excitement
- Resistance
- Change
- Motivation
- Buy – in
- ABOUT BRINGING OUT THE BEST IN PEOPLE



**It's all
about
balance.**



Too Much Leadership – Not Enough
Management. YOU HAVE A PROBLEM.

the office



**Too Much
Management –
Not Enough
Leadership,**

**YOU have a funny
TV show.**



Questions for reflection...

- How might the commercial be different if the “boss” was more in balance?
- What is a situation when you were out of balance?
- What is the value of learning how to more effectively deal with the soft / hard sides of your work and ministry?
- What can you do to continue to grow in your leadership and management skills?