

Manager or leader Risk, avoiding it or looking for it

Employee's motivation is the main subject, which makes the difference between a leader and a manager. Starting from here, we find out, that we are dealing with different ways of action. It is obvious that there are people that can have both leadership and managerial skills. We cannot simplify the classification of people in the two categories because in reality, an individual can have different behaviors determined by his own perception. For a manager we talk about different styles: authoritarian, transactional, focused on professional work, the need for safety. For leaders, there are also characteristic styles: charismatic, transformative, focused on people, risk exploration.

The features that differentiate between the two types of „managing reality“ include among others: time horizon, decision-making, power, risk and organizational dynamics. According to the time horizon perspective, leaders focus on long term, while managers have an appetite for short term. In decision-making, leaders are enablers, while managers focus on the correct execution of tasks. A leader expresses his power primarily through charisma, while a manager through formal authority. The way an organization is evolving is based on the risk adversity of the decision makers. The leader is tempted to take risks, while the manager tries to minimize the risks. Organizational dynamics imposes, based on the situation, proactive behaviors (specific to the leader) and reactive behaviors (specific to the manager).

In fact, it is imperative that we identify the relationship between management and leadership. We cannot ignore this, considering that for the control of all the resources that ensure the development of all the strategic plans, we also use action changes. Those changes are influenced by the contexts we go through and the stakeholder behavior. Between the short-term and the long-term planning, between doing the right thing and doing the how-to thing, between maintaining and developing, managing and innovating, a reality defines the difference between manager and leader.

In the life of an organization, it is mandatory for a manager to have leadership skills. Those skills are needed for being able to lead successful teams, mainly in confrontation avoidance and risk assumption situations.

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