



When to Lead and When to Manage

Transformational leaders understand the both the importance of, and difference between, leading and managing well. Effective leadership is future-oriented, provides a clear and compelling vision around shared goals, and addresses your organizations' WHAT about WHY.

Managing well creates capacity to get things done and to do them efficiently. Thriving organizations build systems that allow them to do both exceedingly well so that lives are transformed and God's intentions for your faith communities are realized. The image and table below provide insights and greater clarity around what it means to live and lead well.



ASK THESE QUESTIONS AT YOUR NEXT LEADERSHIP MEETING:

Do you have a clear and compelling vision that people know, understand, and are energized by?

Do people know WHAT our primary purpose is, and WHY that is important?

Do our leaders and leadership teams regularly set and share goals that reflect our mission and vision?

Do our leaders and leadership teams celebrate the progress they're making toward their goals?

Are leaders willing to be held accountable for their goals? Do they help others achieve their goals?

What prevents you from doing your best work right now?

Subject	Manager	Leader
Make up of role	Stability	Change
Decision making	Makes	Facilitates
Approach	Plans detail around constraints	Sets and leads direction
Vision	Short-term - today	Long-term - horizon
Control	Formal influence	Personal charm
Appeals to	The Head	The Heart
Culture	Endorses	Shapes
Action	Reactive	Proactive
Risk	Minimizes	Takes
Rules	Makes	Breaks
Direction	Existing direction / keeps status quo	New direction / challenges norm
Values	Results	Achievement
Concern	Doing the thing right	Doing the right thing
Focus	Managing work	Leading people
Human Resource	Subordinates	Followers



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