

leading or managing



leading is...

asking WHAT and WHY
long term
originating
seeking change
based on personal influence
persuading others
working towards team commitment
about feelings and intuition
taking necessary risk
setting standards of excellence
challenging the status quo
proactive
about people

managing is...

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planning HOW and WHEN
short term
imitating others
seeking continuity
based on title or power
supervising others
working towards team compliance
about data and facts
avoiding risk
setting standards of performance
accepting the status quo
reactive
about tasks