

## Leadership and Management styles

Attribute	Manager	Leader
<b>Focus</b>	Maintaining the status quo and day-to-day operations	Driving change and inspiring a vision
<b>Approach</b>	Directive, controlling	Empowering, enabling
<b>Mindset</b>	Pragmatic, practical	Visionary, strategic
<b>Motivation</b>	Achieving organizational goals	Empowering and uplifting the team
<b>Communication</b>	Giving orders and instructions	Listening, explaining the "why"
<b>Decision Making</b>	Centralized, top-down. See mgmt below	Collaborative, seeking input
<b>Relationship with Team</b>	Detached, professional	Personal, mentoring, energising
<b>Perspective</b>	Short-term, immediate results	Long-term, sustainable impact
<b>Reaction to Mistakes</b>	Disciplinary, critical	Constructive, learning-oriented
<b>Adaptability</b>	Rigid, process-oriented	Flexible, open to new ideas

Participants discuss and debate the differences between managers and leaders, using this table as a reference. Share personal examples from your own experiences. Share on the importance of developing both management and leadership skills for effective teamwork and workplace leadership.

Management Style	Management Styles Descriptions Rating Scale 0=worst5=best, or somewhere in between	Best Style for ...
<b>Autocratic</b>	The manager makes decisions unilaterally, emphasizing efficiency and results, often with little input from team members.	
<b>Democratic</b>	Involves team members in decision-making, fostering collaboration and encouraging input from all levels.	
<b>Laissez-Faire</b>	Provides minimal supervision, allowing team members to take the lead in their tasks, promoting autonomy and creativity.	
<b>Collaborative</b>	Focuses on teamwork and soliciting feedback from team members to improve policies and decisions.	
<b>Inspirational</b>	Relies on emotional intelligence to motivate team members, encouraging personal and professional growth.	
<b>Pacesetting</b>	Sets high standards for performance and expects team members to meet these expectations, often leading by example.	
<b>Affiliative</b>	Prioritizes team harmony and morale, fostering strong relationships and emotional connections within the team.	
<b>Strategic</b>	Focuses on long-term goals and the overall direction of the university, aligning team efforts with institutional objectives.	
<b>Results-Oriented</b>	Emphasizes achieving goals and efficiency, often valuing outcomes over processes.	
<b>Servant Leadership</b>	Puts the needs of team members first, aiming to support and empower them to achieve their best work.	