

Management vs. Leadership

“Faith In The Market Place” AMBASSADORS FOR CHRIST

- *"Leadership and management are two distinctive and complementary systems of action.*
- *Each has its own function and characteristic activities.*
- *Both are necessary for success in an increasingly complex and volatile business environment...strong leadership with weak management is no better, and is sometimes actually worse, than the reverse.*

- *The real challenge is to combine strong leadership and strong management and use each to balance the other."*

— John Kotter,

**Management/Leadership Author
and Professor of Organizational
Behavior, Harvard Business School**

CHRISTIAN APPLICATION

<p><u>1Ti 3:4</u> (NLT)</p>	<p>He must manage his own family well, having children who respect and obey him.</p>
<p><u>1Ti 3:5</u> (NLT)</p>	<p>For if a man cannot manage his own household, how can he take care of God's church?</p>

▣ [1Ti 3:12](#)

A deacon must be faithful to his wife, and he must **manage** his children and household well.

The terms: "management" and "leadership" are often interchanged.

- In fact, many people view them as basically the same thing.
- Yet management is as distinct from leadership as day is from night.
- Both are necessary, however, for a high-performance organization.
- By contrasting them and understanding their differences, we can better balance and improve these essential roles.

CHRISTIAN APPLICATION

[Gen 43:16](#)

(NLT)

NEW

LIVING

TRANS-
LATION

When Joseph saw Benjamin with them, he said to the **manager** of his household, “These men will eat with me this noon. Take them inside the palace. Then go slaughter an animal, and prepare a big feast.”

 [Gen 43:19](#)

The brothers approached the **manager** of Joseph’s household and spoke to him at the entrance to

the palace.

 [Gen 43:23](#)

“Relax. Don’t be afraid,” the household **manager** told them.

“Your God, the God of your father, must have put this treasure into your sacks. I know I received your payment.” Then he released Simeon and brought him out to them.

 [Gen 43:24](#)

The **manager** then led the men into Joseph’s palace. He gave them

water to wash their feet and provided food for their donkeys.

☐ [Gen 44:1](#)

When his brothers were ready to leave, Joseph gave these instructions to his palace **manager**:
“Fill each of their sacks with as much grain as they can carry, and put each man’s money back into his sack.

☐ [Gen 44:2](#)

Then put my personal silver cup at the top of the youngest brother’s sack, along with the

money for his grain.” So the **manager** did as Joseph instructed him.

☐ [Gen 44:4](#)

But when they had gone only a short distance and were barely out of the city, Joseph said to his palace **manager**, “Chase after them and stop them. When you catch up with them, ask them, ‘Why have you repaid my kindness with such evil?’

☐ [Gen 44:6](#)

When the palace **manager** caught up with

the men, he spoke to them as he had been instructed.

[Gen 44:12](#)

The palace **manager** searched the brothers' sacks, from the oldest to the youngest. And the cup was found in Benjamin's sack!

[Gen 45:8](#)

So it was God who sent me here, not you! And he is the one who made me an adviser to Pharaoh—the **manager** of his entire palace and the governor of all

Egypt.

☐ [1Ki 4:6](#)

Ahishar was **manager** of the palace property. Adoniram son of Abda was in charge of the labor force.

☐ [Neh 2:8](#)

And please give me a letter addressed to Asaph, the **manager** of the king's forest, instructing him to give me timber. I will need it to make beams for the gates of the Temple fortress, for the city walls, and for a house

for myself.” And the king granted these requests, because the gracious hand of God was on me.

☐ [Luk 8:3](#)

Joanna, the wife of Chuza, Herod’s business **manager**; Susanna; and many others who were contributing from their own resources to support Jesus and his disciples.

☐ [Luk 16:1](#)

Jesus told this story to his disciples: “There was a certain rich man

who had a **manager** handling his affairs. One day a report came that the **manager** was wasting his employer's money.

☐ [Luk 16:3](#)

“The **manager** thought to himself, ‘Now what? My boss has fired me. I don't have the strength to dig ditches, and I'm too proud to beg.’

☐ [Luk 16:6](#)

The man replied, ‘I owe him 800 gallons of olive oil.’ So the **manager** told him, ‘Take the bill

and quickly change it to 400 gallons.’

☐ [Luk 16:7](#)

“‘And how much do you owe my employer?’ he asked the next man. ‘I owe him 1,000 bushels of wheat,’ was the reply. ‘Here,’ the **manager** said, ‘take the bill and change it to 800 bushels.’

☐ [1Co 4:2](#)

Now, a person who is put in charge as a **manager** must be faithful.

▣ [Tit 1:7](#)

An elder is a **manager** of God's household, so he must live a blameless life. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or dishonest with money.

One key distinction between management and leadership is that we manage things and lead people.

- 1. Things include physical assets, processes, and systems.**

- 2. People include customers, external partners, and people throughout our team or organization (or "internal partners").**
- 3. When dealing with things, we talk about a way of doing. In the people realm, we're talking about a way of being.**
- 4. In ... consulting and training work we often add a third element – technical – to management and leadership to form what we call a "Performance Triangle."**
- 5. This adds another dimension to the question, "how should the organization's focus be allocated to each area?"**
- 6. While apparently simple, the question is often a very difficult one**

to answer, since there is no universal formula that applies to all organizations.

7. Some need more technical skills or better technologies. Others need the discipline of better systems and processes. Most need a lot more leadership.

CHRISTIAN APPLICATION

☐ [Num 7:8](#)

and he gave four wagons and eight oxen to the Merarite division for their work. All their work was done under the **leadership** of Ithamar son of Aaron the priest.

☐

This is the route the

[Num 33:1](#)

Israelites followed as they marched out of Egypt under the **leadership** of Moses and Aaron.

☐ [2Ch 34:12](#)

The workers served faithfully under the **leadership** of Jahath and Obadiah, Levites of the Merarite clan, and Zechariah and Meshullam, Levites of the Kohathite clan. Other Levites, all of whom were skilled musicians,

☐ [Pro 11:14](#)

Without wise **leadership**, a nation falls;

there is safety in having many advisers.

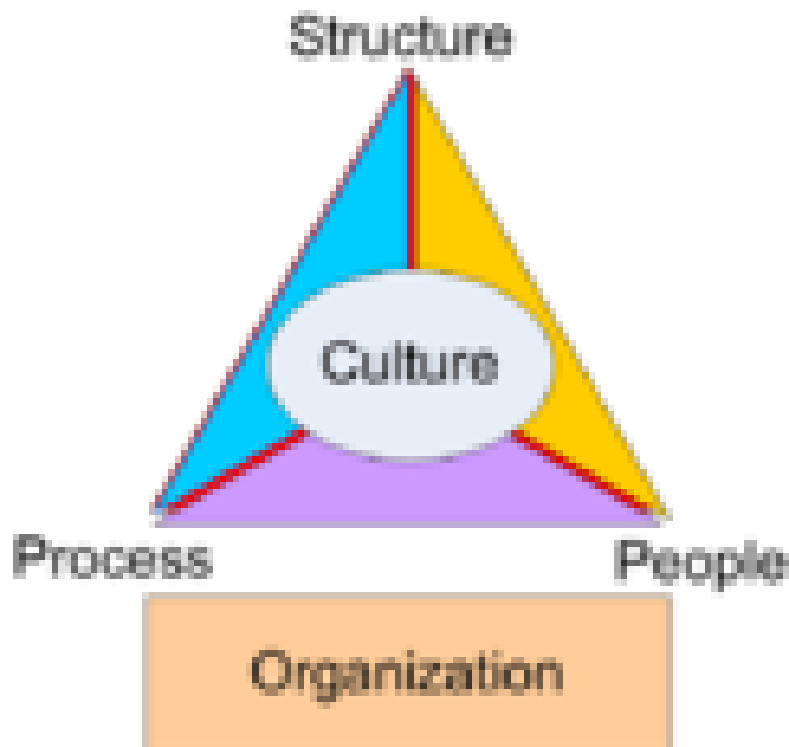
 [Rom 12:8](#)

If your gift is to encourage others, be encouraging. If it is giving, give generously. If God has given you **leadership** ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly.

 [1Co 12:28](#)

Here are some of the parts God has appointed for the church: first are apostles, second are

prophets, third are teachers, then those who do miracles, those who have the gift of healing, those who can help others, those who have the gift of **leadership**, those who speak in unknown languages.



- **The triangle depicts the balance between the three critical success factors.**
- **Imagine a pendulum swinging in the center of the triangle.**
- **It's very difficult to keep the pendulum in a state of equilibrium.**
- **In some cases, organizations may need to swing the pendulum in one direction because that's where it's weakest.**
- **For example, entrepreneurial start-up companies often have strong vision, passion, and energy (leadership) and may also have good technological or technical skills.**
- **But their lack of systems and processes or poor management**

discipline leads to a lot of errors, poor service/quality, and frustration for customers and people in the organization.

The most common weakness, however, is in leadership.

- **The triangle illustrates that a well-balanced organization has leadership at the base.**
- **This allows management and technology to serve rather than enslave producers, servers, and customers.**
- **Another complicating factor is that needs are easily misidentified.**
- **For example, we have found that most organizations have**

communication problems of one kind or another.

- Often these are seen as leadership issues. Many times they are.**
- But just as often the roots of the problem are intertwined with poor processes, systems, or structure – all of which are management issues.**
- While it is important to recognize the differences between leadership and management, it is also important to appreciate that the two have complementary strengths, as well.**

Complementary Strengths

<u>Management</u>	<u>Leadership</u>
Processes	People

Facts	Feelings
Intellectual	Emotional
Head	Heart
Position power	Persuasion power
Control	Commitment
Problem solving	Possibility thinking
Reactive	Proactive
Doing things right	Doing the right things
Rules	Values
Goals	Vision
Light a fire under people	Stoke the fire within people

Written communications	Verbal communications
Standardization	Innovation

Warren Bennis, Professor of Business Administration at the University of Southern California, has been extensively studying and writing about leadership for many decades. He explains why leaders are so much more successful than managers, in harnessing people power:

- "Management is getting people to do what needs to be done.**
- Leadership is getting people to want to do what needs to be done.**
- Managers push. Leaders pull.**

- **Managers command. Leaders communicate."**

Both management and leadership are needed to make teams and organizations successful.

- **Trying to decide which is more important, is like trying to decide whether the right or left wing is more important to an airplane's flight. I'll take both please!**
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CONCLUSIONS

[Heb 13:7](#)

Remember your **leaders** who taught you the word of God. Think of all the

good that has come from their lives, and follow the example of their faith.

[Heb 13:17](#)

Obey your spiritual **leaders**, and do what they say. Their work is to watch over your souls, and they are accountable to God. Give them reason to do this with joy and not with sorrow. That would certainly not be for your benefit.

[Heb 13:24](#)

Greet all your **leaders** and all the believers there. The believers from Italy

send you their greetings.

Let's Pray!

Compiled By:

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Help-Feed The Hungry

Mat 5:6 Blessed are those who hunger and thirst for righteousness, For they shall be filled.



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- Prayerfully
- Biblically
- Economically
- Practically

Resource Links:

<http://www.blbclassic.org/search/translationResults.cfm?Criteria=manage&t=NLT>

<http://www.blbclassic.org/search/translationResults.cfm?Criteria=manageR&t=NLT&sf=5>

<http://www.blbclassic.org/search/translationResults.cfm?Criteria=leaders&t=NLT&cscs=Heb>

http://changingminds.org/articles/articles11/management_leadership.htm