## LEADER OR MANAGER?

## Leaders Focus On:

Managers Focus On:

Vision

Selling what and why

Longer range

People

Democracy

Enabling

Developing

Challenging

Originating

Innovating

Directing

Policy

Flexibility

Risk (opportunity)

Top line

Objectives

Telling how and when

Shorter range

Organization and structure

Autocracy

Restraining

Maintaining

Conforming

**Imitating** 

Administrating

Controlling

Procedures

Consistency

Risk (avoidance)

Bottom line

Good Leaders

do the right things

**Good Managers** 

do things right

Source: Vijay K. Verma and R.M. Wideman. 1994. Project Manager to Project Leader? and the Rocky Road Between. Proceedings of the 25th Annual Seminar/Symposium. Upper Darby, PA: Project Management Institute, pp. 627-633.





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