

## LEADER OR MANAGER?

### Leaders Focus On:

Vision  
Selling what and why  
Longer range  
People  
Democracy  
Enabling  
Developing  
Challenging  
Originating  
Innovating  
Directing  
Policy  
Flexibility  
Risk (opportunity)  
Top line

**Good Leaders**  
*do the right things*

### Managers Focus On:

Objectives  
Telling how and when  
Shorter range  
Organization and structure  
Autocracy  
Restraining  
Maintaining  
Conforming  
Imitating  
Administrating  
Controlling  
Procedures  
Consistency  
Risk (avoidance)  
Bottom line

**Good Managers**  
*do things right*