

INTRODUCTION

HISTORY

Old German: *laithjan*

XIII Century. British: *to lead, a leader*

XIX Century.

British: *troop leader, military leader, flotilla leader, leader of ships, leadership*

Franch: *guide (guider)*

German: *führer*

DEFINITIONS

Oxford Dictionary: "The action of leading a group of people or an organisation."

Leaderships is about taking risks and challenging the status quo. Leaders motivate others to achieve something new and better. Interestingly, leaders do what they do to pursue innovation, not as an obligation. They measure success by looking at the team's achievements and learning.

In contrast, management is about delegating responsibilities and getting people to follow the rules to reduce risk and deliver predictable outcomes. A manager is responsible for completing four critical functions:

- planning
- organising
- leading
- controlling.

Unlike leaders, managers do not challenge the status quo. Instead, they strive to maintain it. They evaluate success by seeing if the team has achieved what was expected.

Leadership vs. Management: What's the Difference?

Leaders and managers apply different approaches to achieve their goals. For example, managers seek compliance to rules and procedures, whereas leaders thrive on breaking the norm and challenging the status quo. Here's how leadership and management are different from each other.

- **Vision**

Leaders and managers have different visions. Leaders are visionaries, whereas managers are implementers. Leaders set goals for their team. Managers ensure that the goal set by their superiors is achieved.

- **Organising vs. Aligning**

Managers achieve their goals by delegating responsibilities among the team. They tactically distribute work among subordinates and organise available resources required to reach the goal.

Meanwhile, leaders motivate people. They concentrate on the personal development of their team besides working towards achieving organizational goals. They envision their team's future growth and work towards achieving that.

- **Analysing and Assessing**

A leader analyses and assesses every situation to achieve new and better results. Whereas a manager does not analyse or evaluate, they emphasise on questions like how and when, which assists them in achieving the goals. They accept and strive to achieve the status quo.

What Do Leaders Do?

Leaders are not always people who hold higher ranks in an organization. But they are people who are known for their beliefs and work ethics. A leader is passionate about their work, and they pass on their enthusiasm to their fellow workers, enabling them to achieve their goals.

Leadership is the ability of an individual to make important and responsible decisions independently, as well as the ability to be the generator and author of an idea and to put it into practice.

Leadership is the ability to influence individuals and groups by directing their efforts towards the achievement of the organization's goals. Leadership can be considered as the most important method of management, because it is in it lies the fundamental transformation of the relationship between the manager and the subordinate. A leader can be described as a person for whom all other members of the group fully recognize the right to make the most responsible and important decisions affecting their own interests and determining the nature of the activities and direction of the whole group.

All the **literature on leadership** can be divided into 3 main parts.

- I. Biographies and autobiographies of famous leaders.
- II. Books written by teachers and counsellors. The authors, as a rule, do not have their own leadership practices. They study other people's experiences.
- III. Scientific books and articles written on the results of psychological research (psychology of leadership).

The first mentions of this phenomenon are found in the works of the following philosophers:

- **Confucius** (551–479 bc, Chinese philosopher; Latinized name of Kongfuzi (K'ung Fu-tzu) “Kong the master”. His ideas about the importance of practical moral values, collected by his disciples in the Analects , formed the basis of the philosophy known as Confucianism).
- **Plato** (circa 429– circa 347 bc, Greek philosopher. A disciple of Socrates and the teacher of Aristotle, he founded the Academy in Athens. His theory of “ideas” or “forms” contrasts abstract entities or universals with their objects or particulars in the material world. His philosophical writings are presented in the form of dialogues, and his political theories appear in the Republic).
- **Machiavelli** (1469-1527, Italian Renaissance historian, politician, diplomat and philosopher. He was the founder of modern political science).
- **Hegel** (1770-1831, German philosopher).