

Management Leadership and Performance Relationship

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Opinion

The terms leadership and management are sometimes used interchangeably. It is critical to recognise that effective management requires strong leadership. Remarkable leadership behaviour, as a critical component of management, focuses on creating an environment in which each and every employee may grow and thrive. Leadership is described as the ability to inspire and motivate a group of people to achieve a common goal. This influence can come from official sources, such as a promotion to a management position inside an organisation.

A manager must have the qualities of a leader, i.e., he must be a leader. Leaders devise and implement strategies for gaining and maintaining a competitive advantage. For maximum organisational effectiveness, organisations require strong leadership and management. Organizations competing in today's world are concentrating on variables that improve success. In recent years, there has been a large corpus of research on how a leader's positive attitude affects team members' feelings and behaviours. In this sense, transformational leadership is seen as a critical aspect that has a favourable impact on individual and organisational performance. For their following, transformational leaders are a source of inspiration. They assist them in performing above their own self-interest, resulting in higher levels of happiness and performance exceeding expectations. They help kids see what can be accomplished if they put in extra effort. As a result, it is expected of leaders to motivate people to do more than they previously imagined.

In order to maintain effective performance, transformational leadership is critical. For example, when followers sense a link between their performance and the organization's aims and values, they boost their efforts to positively contribute to the organization's goals. In a meta-analytic assessment, DeGroot, Kiker, and Cross validated the assertions concerning transformational leadership's effectiveness. They found a positive link between charismatic leadership and performance, as well as a link between leadership effectiveness and transformative leadership. In this context, organisational culture has gotten a lot of attention because previous research has suggested that it is important in shaping various organisational outcomes [1-5].

Leadership management

1. Leaders give direction by defining the company vision, conveying it to personnel, and encouraging them to achieve it. Managers set the structure and allocate authority and responsibility.
2. While management focuses on planning, organising, staffing, directing, and controlling, leadership is primarily associated with management's directing function. Listening, creating relationships, collaborating, inspiring, motivating, and convincing followers are all

things that leaders concentrate on.

3. A manager's authority comes from his position in the organisation, whereas a leader's comes from his followers.
4. While managers adhere to the company's regulations and procedures, leaders go with their gut.
5. Management is more of a science since managers are more precise, planned, standard, logical, and mental in nature. On the other hand, leadership is an acquired skill.
6. On the other side, leadership is a skill. If managers are necessary in an organisation, then leaders are a must/essential.
7. While management is concerned with an organization's technical dimension or work content, leadership is concerned with the organization's people.
8. While management measures/evaluates people based on their name, prior records, and current performance, leadership perceives and evaluates people as having potential for things that cannot be quantified, i.e., it deals with people's future and performance if their potential is completely realised.
9. Leadership is proactive, whereas management is reactive.
10. Management is based more on written communication, while leadership is based more on verbal communication.

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