

Leadership vs Management

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DEPARTMENT OF
SURGERY

- **Objectives**

- Define Leadership and Management
- Review Differences
- Discuss Implementation in Residency and Beyond
- Conclusion

- **Define Leadership and Management**

- Leadership
 - The action of leading a group of people or an a organization
 - Leaders set goals and direction, challenging the norm, and seeking new ways of working towards goals.
- Management
 - The process of dealing with or controlling things or people.
 - Managers organize, direct and control to achieve goals.

- **Review Differences**

- CEO
 - Leadership without management may set a direction for others to follow, without consideration of how these goals can be achieved. Others work to achieve goals without a clear plan, possibly resulting in chaos.
- COO
 - Management without leadership manages the direction of resources to continue on the already set out plan without deviation, which may suffer from lack of originality.

- **Implementation in Residency and Beyond**

- Can you be a leader?
 - True leaders can influence people to improve results for a group or company
 - The most effective leaders understand what qualities people follow and how to change those qualities when needed to accomplish their goals.
- Can you be a manager?
 - Managers can effectively communicate their expectations, offer guidance, motivate others, give objective guidance, and resolve disputes and empower others.
- Misconceptions
 - Leadership and management skills are separate skills
 - Leadership/management can only be accomplished by people in roles of power
- Leadership vs. Management
 - Different roles require different strengths, more leadership or more management.
 - Optimal to have characteristics of both and be able to utilize different skills in different situations.
- Leadership/management Questions for Intern, Junior and Chief Resident Years
 - Who do you lead?
 - What is your vision?
 - Who do you manage?
 - What are your goals?

- **Conclusions**

- Leadership and management are distinct but have considerable overlap
- Different roles call for different skills
- Every role requires leadership and management skills