

Differences Between Managers and Leaders

Warren Bennis
On Becoming a Leader

The manager administers;
the leader innovates.

The manager is a copy;
the leader is an original.

The manager maintains;
the leader develops.

The manager focuses on systems and structure;
the leader focuses on people.

The manager relies on control;
the leader inspires trust.

The manager has a short-range view;
the leader has a long-range perspective.

The manager asks how and when;
the leader asks what and why.

Managers have their eyes on the bottom line;
leaders have their eyes on the horizon.

The manager imitates;
the leader originates.

The manager accepts the status quo;
the leader challenges it.

The manager is the classic good soldier;
the leader is his own person.

The manager does things right;
the leader does the right thing.