



# THE CORPORATE GOVERNANCE & LEADERSHIP CONFERENCE

# LEADERSHIP VS BOSS



PRESENTATION BY  
**FCPA John Kabiru**

25<sup>th</sup> March, 2021  
11.00am – 13.00pm

# LEADERSHIP VS BOSS



- Crucial differences between a leader and a boss: *the recommended option for organizations' success*
- How leaders can win **respect** and **loyalty** from team members

# LEADERSHIP VS BOSS



## Objectives

It will help you answer the questions;

1. *Whether you are a leader or a boss*
2. *Where are you as a leader right now*
3. *How do you get to the next level*
4. *Where should you be ultimately as a leader*
5. *Winning respect and loyalty as a leader*

# LEADERSHIP



- The greatest leadership skill is to influence and inspire people.
- A leader **inspires positive, incremental change by empowering employees** to work toward common objectives, a leader's most powerful tool for doing so is efficient communication
- Organizations need good/strong leaders to lead the organization to achieve its mission and vision
- Leadership is about is more about driving positive change.

# LEADERSHIP



- The greatest leadership skill is to influence and inspire people.



**Leadership is hard to define and good leadership even harder. But if you can get people to follow you to the ends of the earth, you are a great leader.**

**Indra Nooyi**

Former Chairman and CEO, PepsiCo



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# MANAGEMENT/BOSS



- A person who is authorized to supervise, to be in charge of others or **manages** others and makes some decisions is a **BOSS**.
- A manager is generally someone who is recruited, selected or appointed to run an organization or part of it.
- In most cases, a manager is appointed based on **specific technical skills, knowledge, and expertise**.

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# MANAGEMENT/BOSS



- Organisations need good managers to ensure that work is done and their teams are aligned to the company's goals
- Management is the process of working with others to ensure the effective execution of a chosen set of goals.
- Managers should continuously reinforce change communication messages coming from leaders.



# LEADERSHIP VS MANAGEMENT

## 1. VISION



- **Leaders** have a clear vision of where they want their organizations to be in the future. However, they themselves are not the only ones responsible for making that vision come true.
- **Managers** are responsible for keeping employees aligned to the core company values and goals.

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# LEADERSHIP VS MANAGEMENT VISION



- Therefore, the managers' main responsibility is to fulfill their tasks based on the leader's vision.
- Their main job is to ensure that staff/employees in different functions with different responsibilities operate efficiently and productively

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# LEADERSHIP VS MANAGEMENT

## 2. IDEAS



- **Leaders** think Ideas, leaders come up with new ideas and driving the shift to a forward-thinking mindset, leaders look for answers to “**what and why**”, leaders are more about looking for opportunities for improvement on the organizational level
- **leaders**, are concerned more with ideas, relate in more high-level but **empathetic** ways

# LEADERSHIP VS MANAGEMENT IDEAS



- **Managers** think execution, managers always look for answers to “**how and when**”, a **manager** emphasizes rationality and control
- Managers relate to people according to the role they play in a decision-making process

# LEADERSHIP VS MANAGEMENT

## 3. INSPIRATION



- **Leaders** have a great power to inspire people
- **Leaders** develop a personal leadership style through ***self-reflection, authentic communication and continuous feedback***, leaders can empower their workforce, get their followers' attention and inspire them to pursue important organizational initiatives.
- **Managers** are responsible for driving employees continuous success and ***positive work experience*** throughout their career.

# LEADERSHIP VS MANAGEMENT

## 4. FOCUS



- **Leaders** are more **future-focused**; leaders tend to think ahead and capitalize on future opportunities, leader create that sense of purpose among employees.
- **Managers** are more **focused on the present**; manager's most important goal is to achieve organizational goals by implementing processes and procedures around budgeting, organizational structuring, and staffing.

# LEADERSHIP VS MANAGEMENT

## 5. CULTURE



- **Culture** is a system of **values, beliefs, and behaviors** that shape and determine how an organization operates and how the work gets done.
- **Leaders** define and shape the culture,
- **Managers** support and endorse culture, and lead their employees to live up to that culture
- When **organizational culture** is aligned to the overall business strategy, employees and other stakeholders act and behave in ways that support and **enable the achievement of business goals.**

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## LEADERSHIP & MANAGEMENT/B- AREAS OF CONVERGENCE



- Even though the roles of leadership and management in the organization may vary, there are many areas where their duties and responsibilities overlap.



# AREAS OF CONVERGENCE

## 1. Communication



- While **leadership communication** should inspire people, continuous and clear **management communication** empowers people to do their best and build stronger relationships among teams.

# AREAS OF CONVERGENCE

## 2. Problem-solving and decision-making



- **Leaders** may be responsible for decision making on a company-level, **managers** are held accountable for decision making on the team or departmental level.

# AREAS OF CONVERGENCE

## 3. Change and Crisis Management



- **Leaders** and **managers** should work collaboratively during times of change or crisis. The current world situation has taught us about the importance of agile workplace transformation and the need to quickly adapt to change.
- While leaders may have a better understanding of the change that needs to be implemented, managers have better knowledge around how to enable their employees to accept the change and align with it.

## The top 10 leadership Skills include:



1. Communication
2. Motivation
3. Delegation
4. Positivity
5. Trustworthiness
6. Creativity
7. Feedback
8. Responsibility
9. Commitment
10. Flexibility

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## The top 10 Management Skills include:



1. Interpersonal skills
2. Communication
3. Motivation
4. Organization
5. Delegation
6. Forward planning
7. Strategic thinking
8. Problem-solving
9. Commercial awareness
10. Mentoring

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# LEADERSHIP SKILL SETS

## LEADERSHIP

1. Communication
2. Motivation
3. Delegation
- 4. Positivity**
- 5. Trustworthiness**
- 6. Creativity**
7. Feedback
8. Responsibility
- 9. Commitment**
- 10. Flexibility**

## MANAGEMENT

1. Communication
2. Motivation
3. Delegation
4. Interpersonal skills
- 5. Organization**
6. Forward planning
7. Strategic thinking
8. Problem-solving
9. Commercial awareness
- 10. Mentoring**

## LEVELS OF LEADERSHIP



According to a renowned leadership coach Dr. John C. Maxwell there are five levels of leadership as follows;

1. Position level
2. Permission Level
3. Production Level
4. People Development Level
5. Pinnacle Level

# 1. POSITION LEVEL OF LEADERSHIP



- RIGHTS
- People follow you, because they have to
- Leader by virtue of position
- Leaders are lonely at the top
- Think little about their people just work
- Happy with position

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## 2. PERMISSION LEVEL OF LEADERSHIP



- **RELATIONSHIPS**
- People follow because they want to
- Build relationships of influence
- Value, care for team
- Help the team achieve
- Observe, listen, serve their people well
- Team trusts you
- Work with/together not for

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### 3. PRODUCTION LEVEL OF LEADERSHIP



- **RESULTS**
- People follow you because of what you have done for the org.
- Brings results to the organization
- Leader gains credibility
- You have credibility-you can produce results yourself
- *You can lead by example*
- *Create momentum-exaggerator*
- *Attract better people*

## 4. PEOPLE DEVELOPMENT LEVEL OF LEADERSHIP



- **REPRODUCTION**
- People follow you because of what you have done for them
- Reproduce because of what you have done for them
- They don't just add, they multiply
- *recruit well*
- *position people well*
- *equip people well*
- *I dot it, I do it with you, you do it with me, you do it with someone else*

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## 5. PINNACLE LEVEL OF LEADERSHIP



- RESPECT
- People follow you because of who you are and what you represent

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# LEADER-WINNING RESPECT AND LOYALTY



1. **Respect for others**
2. **Courageous**
3. **Trustworthy; solid ground**
4. **Intuitive; Touch hearts, connect**
5. **Successful; victorious, Momentous, explosive growth**
6. **Attractive; buy-in, magnetism, empower, inner circle**
7. **Prioritize**
8. **Sacrifice**
9. **Timing**
10. **Legacy**

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## CONCLUDING INSIGHTS INTO LEADERSHIP



1. **You build on the previous level**
2. **Leadership is dynamic**
3. **The higher you go the easier it becomes to lead**
4. **There are no short-cuts**
5. **Moving up takes time but moving down can happen quickly**
6. **The higher you go the greater the return**
7. **Moving to the next level always requires growth**
8. **Not moving to the next level limits you and your team**
9. **You rarely stay at the same level when you change position and organization**
10. **You cannot climb the levels alone**

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QUESTIONS



THANKS FOR YOUR TIME

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