

Are You Leading...or Just Managing?

Take Our Challenge

After understanding the difference between leading and managing as featured in our article, **Today's Leadership Challenge: Are You Leading...or Just Managing?**, we challenge you to take some time and determine how much time you are spending leading your organization or team.

Instructions: During a two to four week period, log your time at work in one of the following categories:

Doing Being the process or technical expert, telling people what and how things need to be done.	Managing Planning, budgeting, controlling, supervising others, staffing, organizing, training.	Leading Setting direction, influencing others and inspiring them to obtain them.

What are your results? Don't be discouraged if your results show that you are spending little time in the leadership column. Many of our participants find that they spend less than 10% on leadership activities-- activities that could make a difference in the success of their organizations or teams.

Based on our definition of leadership vs. management, set a goal for spending more time on one key leadership activity over the next 60-90 days that would make a difference in your organization. You might get some ideas from our Leader Behavior Checklist featured in our tool of the month. You might be surprised at the difference in your results.