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december 01 2001 leadership is different from management but not for the reasons most people think leadership isn't mystical and mysterious it has nothing to do with having charisma or other special personality traits it isn't the province of a chosen few what leaders really do the difference between management and leadership management is about coping with complexity its practices and setting a direction versus planning and budgeting since the function of leadership is to produce change setting the aligning people versus organizing and find new ideas and classic advice on strategy innovation and leadership for global leaders from the world isn't best business and management experts 1 authenticity can be selective and strategic let us start with a critical nuance authenticity doesn't mean shooting from the hip in fact there is often a calculus involved a leader can be able to plan and adapt a leader's ability to plan meticulously is important despite Moltke's dictum that few plans last beyond the initial contact with the enemy plans are worthless PMID 10104518 abstract leadership is different from management but not for the reasons most people think leadership isn't mystical and mysterious it has nothing to do with having charisma or other exotic personality traits it is not the province of a chosen few nor is leadership necessarily better than management or a replacement for it abstract leadership and management are two distinctive and complementary systems of action both are necessary for success in an increasingly complex and volatile business environment management is about coping with complexity leadership by contrast is about coping with change companies manage complexity first by planning and budgeting yet without leadership organizations move too slowly stagnate and lose their way with John Kotter on what leaders really do readers will learn how to become more effective leaders as they explore pressing issues such as power influence dependence and strategies for change

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