





LEADERSHIP AND MANAGEMENT

In this factsheet we look at how the skills and characteristics for managing and leading might differ in a club context.

But first let's define what we mean by managing and what we mean by leading:






"Management is doing things right; leadership is doing the right things." Peter Drucker

Category	Leadership	Management
Thinking process 	Focuses on people Outward looking. Open minded, seeking new possibilities and positive relationships	Focuses on tasks or activities Inward looking. Primarily concerned about what's within their control or immediate remit
Goal setting 	Thinks about the bigger picture – not afraid to be creative Looks at the future of the club and considers what might be possible	Works on tasks and plans Looks at improving the present and what's happening in the here and now

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Category	Leadership	Management
Managing relationships 	Empowers colleagues and team members Trusts people to do a good job Creates and identifies development opportunities Spots and encourages potential	Directs colleagues and team members Co-ordinates activity Gives feedback about individual's contribution and performance
Operation 	Creates and drives change Does the right things Supports colleagues and team members in the process	Does things right – follows process Manages change Supports leaders
Governance 	Uses the power of positive influence Manages conflict to achieve a positive outcome Acts decisively and confidently	Uses authority Avoids conflict Acts responsibly



- ✓ Which of the skills and characteristics on the previous page do you see yourself demonstrating?
- ✓ Looking at your club committee, which skills and characteristics do you see well-represented?
- ✓ Where are there gaps? What's the impact of these gaps on the club's performance?
- ✓ What could you do at an individual and committee level to address any gaps you have identified?
- ✓ You might like to take a look at the **Leadership and Management worksheet** which encourages you to identify what tasks and activities you are undertaking under the headings of Leading, Managing and Doing.

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