

Thursday, May 5
8:00am – 9:00am
IASBO Annual Conference

Manager vs Leader: Two Different Titles?

 #iasboAC22



STRONGER TOGETHER. SMARTER TOGETHER.

Introductions

Dr. Frank Williams, Speaker
Executive Director of Business & Operations
Mascoutah Community Unit School District #19
Mascoutah, IL



Dr. Brian Arteberry, Moderator
CSBO
Highland Community Unit School District #5
Highland, IL



Manager

1. Guide Doers
2. Execute Strategy & Vision
3. Prepares staff to better themselves
4. Looks for solutions to everyday problems
5. Performs day-to-day operational tasks

Affects division/department

Leader

1. Vision
2. Strategy
3. Face of Organization
4. Assumes/Manages all RISK for the company
5. Displays CSR
6. Despises Status Quo
7. Constantly monitoring external & internal environments

Affects ALL employees and stakeholders

- Always prepared
- Make analytical decisions on the spot and with research
- Effective communicator
- Empathy



Charlie Weis
Offensive Coordinator, New England Patriots
2000-2004
Three Super Bowl victories

Head Coach, Notre Dame Fighting Irish
2005-2009
Record: 35-27

Head Coach, Kansas Jayhawks
2012-2014
Record: 6-22





“You can’t connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something – your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.”

“My model for business is The Beatles. They were four guys who kept each other’s kind of negative tendencies in check. They balanced each other and the total was greater than the sum of the parts. That’s how I see business: Great things in business are never done by one person, they’re done by a team of people.”

Manager

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Affects division/department

MORE THAN
TWO MILLION
COPIES SOLD!

The **E** Myth Revisited

Why Most Small
Businesses Don't Work
and What to Do About It

MICHAEL E. GERBER
The World's #1 Small Business Guru

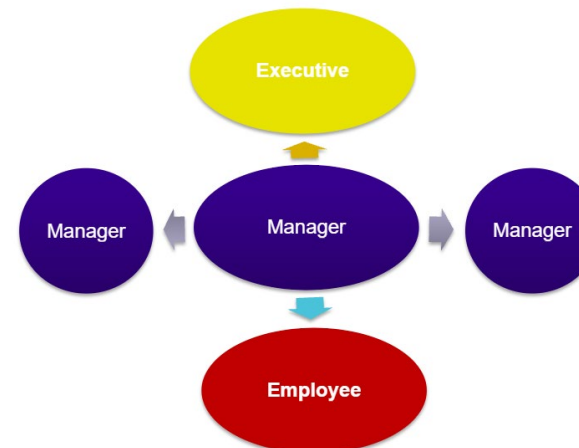
- Doer
- Super Doer
- Manager
- Super Manager
- Leader

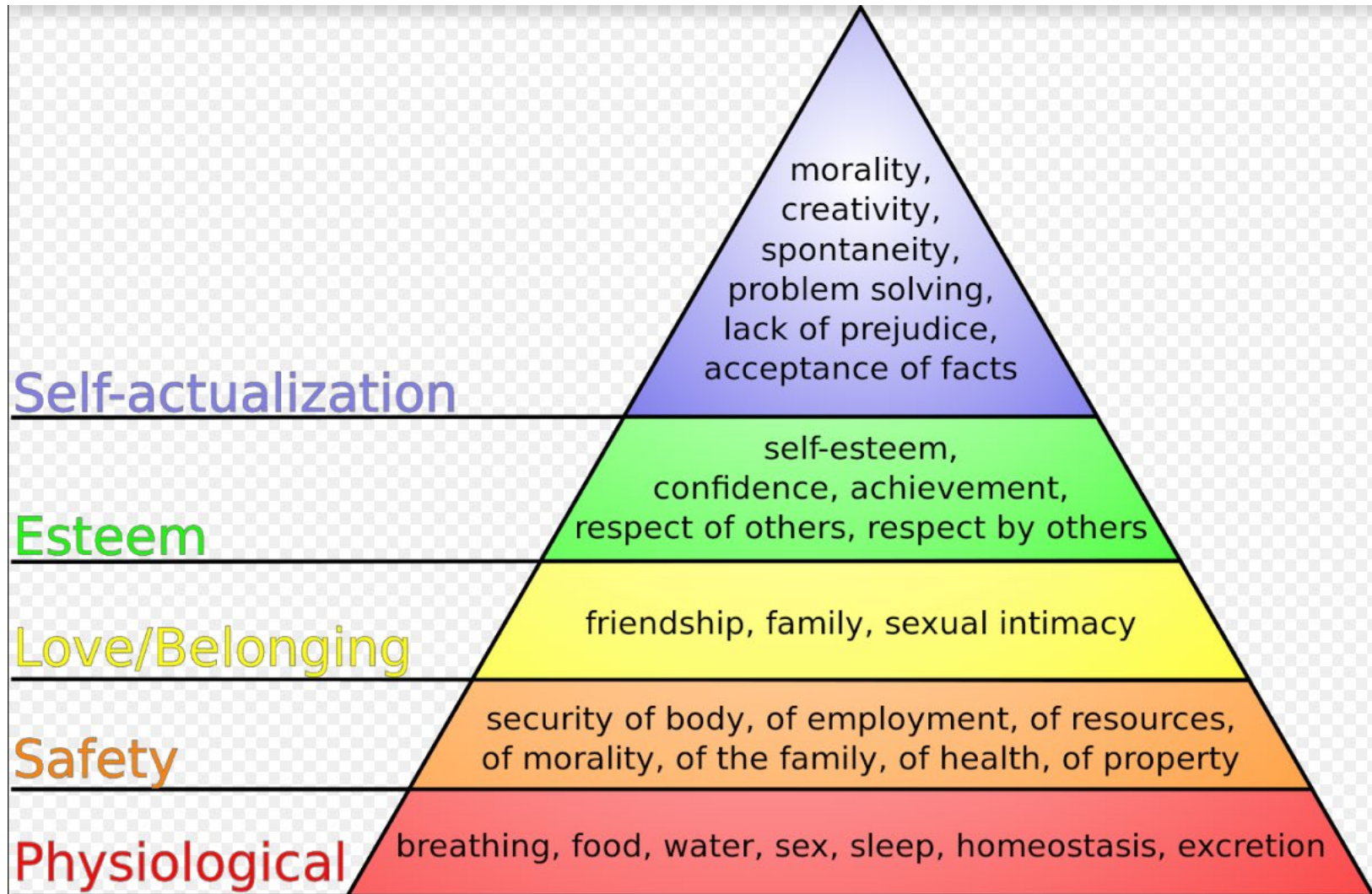
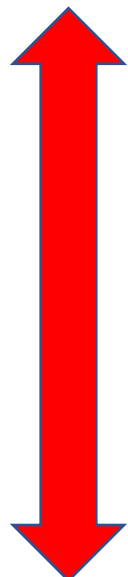
Workplace Roles

- Doer – 8a-4p, does job free from errors with little oversight
- Super Doer – 8a-?, does job free from errors with little oversight and is constantly putting in the extra work
- Manager – directs doers while managing leadership expectations and communication
- Super Manager - directs doers while managing leadership expectations and communication and forms solutions
- Leader – creates vision and strategy

Manager

- According to Harvard Business School
 - Management is working with other people to make sure the goals an organization has articulated (leaders) are executed. It's the process of working with others to ensure the effective execution of a chosen set of goals.
 - Managers set out to achieve organizational goals through implementing processes, such as budgeting, organizational structuring, and staffing.
- Traits (some...)
 - <50% doer
 - Increasingly dealing with conflicts that arise between work and life away from work
 - HR Responsibilities
 - Communication responsibilities – Up, down, left and right
 - Assumes risk for team





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Leader

- Sets Vision and Strategy
- The manager administers; the leader innovates
- The manager maintains; the leader develops
- The manager focuses on systems and structure; the leader focuses on people
- Less focused on how to organize people to get work done and more on finding ways to align and influence them



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STRONGER TOGETHER. SMARTER TOGETHER.

~~STATUS
QUO~~

Can you be both?

- Leadership is a quality that needs to be shaped. Through developing emotional intelligence and learning how to influence other, professionals of all levels can build greater self-awareness and understand how to bring out the best in themselves and others.
- Manager is a title. It's a role and set of responsibilities. Having the position of manager does not make you a leader. The best managers are leaders, but the two are not synonymous. Leadership is the result of action. If you act in a way that inspires, encourages, or engages others, you are a leader. It doesn't matter your title or position.

YES!

Questions and Answers

We thank you for your time!

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Presenters:

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