



## Leadership and Management

Leadership and management are like two sides of the same coin, and both are necessary for a healthy organization. **Leadership** is any action for the purpose of change. **Management** is any action for the purpose of keeping things stable. Some actions you take are leadership-oriented, some are management-oriented, and some are a blend of both. For example, creating a committee to address racial inequality in your organization is a leadership action – you are trying to make positive change. Balancing your organization’s budget is a management action. Developing a new written policy or process is leadership *and* management – you are making a change, but you are also stabilizing the change.

Think about challenges in your organization and what kinds of actions they may require. You can think about past challenges, actions, and outcomes, or current challenges and potential actions and outcomes. Use the table below to write about the challenges, (potential) actions, and (potential) outcomes. While you are working, think about the organizational conditions that call for leadership, management, or both.

<i>Challenge</i>	<i>Leadership Actions – making changes</i>	<i>Management Actions – maintaining stability</i>	<i>Outcomes</i>