



Step 02. Management vs. Leadership

The role of a Team Manager can be split into Management and Leadership responsibilities.

A helpful way to think of it is this - **Management is doing what you have to do...and Leadership is improving how you're doing it.**

Management covers the activities, processes and responsibilities that you have to organise, deliver and make happen each week - a bit like making sure the engine in your car is running smoothly.

Leadership covers the things that build, develop and improve the way you're working as a team and anything that supports your journey - a bit like driving your car efficiently and making sure you get somewhere!

Questions

- How much time are you giving to leading alongside managing when it comes to your team?
- In your 1:1 and team conversations, are you giving enough time to thinking about how to improve the way things are done alongside getting all your tasks ticked off the pad?
- In terms of your team's performance, what does each person need from you in order to reach their potential (hint: it's Leadership!)

Actions

- Take time in your team meetings to discuss how to improve things, even if they're going well
- Make sure your own personal schedule has enough time in it for you to think / plan and come up with ideas to make things work better
- Think like a leader. Don't just manage activity - try and take your team somewhere in terms of their individual and group performance