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Two kinds of leadership (#19, February 2, 2022)

I am finding there are two kinds of clear leaderships in any organization: visionary leader and management leader. In the beginning every organization needs strong vision-driven leader, but once the organization is settled down they need different, that's management skills.

Lets say of our organization, Melvin University. We needed strong leadership to open university, but now we need in management. What is the meaning of Management? What is the concept and definition of management? Management definitions by great management scholars: Some definitions from expert George R. Terry "Management is a distinct process consisting of planning, organizing, actuating and controlling; utilizing in each both science and arts, and followed in order to accomplish pre-determined objective.

Others: Management is a multipurpose organ that manage a business and manages Managers and manages Workers and work. —Peter Drucker: According to Peterson and Plowman, "Management may be defined as the process by means of which the purpose and objectives of a particular human group are determined, clarified and effectuated" One popular definition is by Mary Parker Follett. Management, she says, is the "art of getting things done through people." According to Harold Koontz, "Management is the art of getting things done through others and with formally organised groups." According to F. W. Taylor, "Management is the art of knowing what you want to do and then seeing that they do it in the best and the cheapest way."

Personally I accept this definitions for my best: Management can be defined as the process of achieving organizational goals through planning, organizing, leading, and controlling the human, physical, financial, and information resources of the organization in an effective and efficient manner"

Let's take a look this one more closely: process of achieving organizational goals through planning, organizing, leading. Yes, my work in the LPM Korea has been mostly management just like definition above. PROCESS is important. Every job done needs process because people are not moving in one word and even not in one morning. So

need time, and sometime we have gone through the neutral zone which means not happens at all for a while, then we have to give people time to think. Also the leader's job is planning, organizing and leading. As I led LPM Korea, I have done a lot in planning, organizing, and leading. Definitely I was leading LPM Korea, but prior to lead "planning & organizing" were clearly in placed. Without planning & organizing, we can't lead any organizations. These two elements are skillful and in artful job. Without knowledge, without skills we can't do it.

Let's compare Vision and Management. These two are equally important and without these two, our ministry and whatever couldn't success. But timeline is different of these. We definitely need vision first, in the beginning stage. And once the ministry started as Dr. Melvin said we need "maintenance", but I can say it here Management. Maintenance is different from management. Maintenance is simple and practical term, and also nuance is different of these two.

Anyway, I am talking about vision and management. Vision first and then management has to followed. the very metaphor is this: Vision looks like wedding, but Management is just like marriage life. Wedding is done in half an hour, BUT its marriage life goes next decades. That means once we have done wedding, we have to switch it into marriage life right away. Just such as vision is extremely important but we can't stay only at there forever.