

The Importance of Managerial Leadership in the 21st Century

“Leadership is a matter of intelligence, trustworthiness, humaneness, courage, and discipline ... Reliance on intelligence alone results in rebelliousness.

Exercise of humaneness alone results in weakness. Fixation of trust results in folly. Dependence on the strength of courage results in violence.

Excessive discipline and sternness in command result in cruelty. When one has all five virtues together, each appropriate to its function, then one can be a leader” (Sun Tzu).

There is a lot of literature available on leadership and management, but we tend to talk more about leaders than managers.

In fact, there is more need for managerial leaders in this century to lead global organizations.

What is the difference between leadership and management?

Leaders versus Managers

“Management is doing things right; leadership is doing the right things” (Peter F. Drucker).

Leaders create a vision, set a direction, and inspire and align people to accomplish goals. They build new relationships and structures.

Managers plan, organize, budget, coordinate, control, and execute activities within existing structures. Leaders focus on roles, while managers focus on functions.

Leaders pull employees to achieve organizational goals and objectives, while managers push employees to achieve them.

Leaders influence, inspire and drive people, while managers make sure the day-to-day activities are executed effectively.

Leaders think out of the box, while managers think within the box. Leaders live for tomorrow, while managers live for today.

Leaders are visionaries, while managers are missionaries.

What is Managerial Leadership?

“Leaders walk their talk; in true leaders, there is no gap between the theories they espouse and their practice” (Warren Bennis).

We need a blend of both leaders and managers to lead global organizations in the current business environment.

This role can be called a managerial leader—someone who can reshuffle their roles and responsibilities according to the situation to accomplish goals.

Managerial leaders must be flexible, humble, and down-to-earth.

Leaders emphasize soft skills, managers emphasize hard skills and managerial leaders emphasize conceptual skills.

They adopt autocratic, democratic or delegative leadership as the situation requires and can shift from leader to manager and vice versa.

Managers are likely to have a fixed mindset, while leaders are likely to have a growth mindset.

Managerial leaders must have a growth mindset, exploring and experimenting with their ideas and executing their vision.

✓ **Managerial leaders must have several skills and attributes:**

- *They think strategically and build effective teams.*
- *They create a healthy organizational culture.*
- *They resolve conflicts, embrace change and inspire others.*
- *They overcome volatility, uncertainty, complexity, and ambiguity.*
- *They are strategists, global thinkers, entrepreneurs, mobilizers, and change drivers.*

They are transformational leaders.

Managerial leadership calls for exploring soft leadership, which is the need of the hour in today's world.

Soft leadership emphasizes a people orientation. Employees appreciate working with soft leaders, who treat their employees as colleagues rather than as followers.

With mushrooming numbers of knowledge workers, there is a greater need for managerial leaders than ever before, because these workers appreciate working with soft leaders, not underbosses.

Conclusion

Global organizations need leaders who know how to manage and managers who know how to lead.

They need a judicious blend of leaders and managers who can shift their roles and responsibilities based on the situation.

Hence, global organizations must provide soft leadership training to groom managerial leaders to overcome volatility, uncertainty, complexity, and ambiguity; save time, and avoid costly mistakes.

Managerial leaders really are the need of the hour in the 21st century.

Executive Summary & Takeaway Points:

The Importance of Managerial Leadership in the 21st Century

1. Why is it important to have management and leadership skills?

Effective leadership skills. Having the technical skills to get the job done isn't enough to be an effective leader.

When a manager lacks important people management skills, a team may suffer low morale and a lack of motivation. Managing a team is more than performance reviews and being a people manager.

2. What is the role of management and leadership in the 21st century?

Leaders focus on roles, while managers focus on functions. Leaders pull employees to achieve organizational goals and objectives, while managers push employees to achieve them.

Leaders influence, inspire and drive people, while managers make sure the day-to-day activities are executed effectively.

3. What are the managerial skills in the 21st century?

These skills include:

- Communication and interpersonal skills.
- An ethical or spiritual orientation.
- The ability to manage change.
- The ability to motivate.
- Analytic and problem-solving skills.
- Being a strategic/visionary manager.

4. Why is leadership so important in the 21st century?

As every role in businesses undertakes rapid change, leadership development is key to ensure that leaders are ensuring that employees are working to the best of their ability and growing within the business if this is prioritized from the get-go, then a leader can thrive in a disruptive age.