

Warren Bennis suggests there are 12 specific reasons why leaders are different to managers:

1. The manager administers, the leader innovates
2. The manager copies, the leader is an original
3. The manager maintains, the leader develops
4. The manager focuses on systems and structure, the leader focuses on people.
5. The manager relies on control, the leader inspires trust
6. The manager has a short range view, the leader has a long range perspective
7. The manager asks how and when, the leader asks what and why
8. The manager has eyes always on the bottom line, the leader's eyes are on the horizon
9. The manager imitates, the leader originates
10. The manager accepts the status quo, the leader challenges it
11. The manager is the classic good soldier, leaders are their own people
12. The manager does things right, the leader does the right thing

Source: "On Becoming a Leader"
Warren Bennis.

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