

MANDELA DAY 2022



Isitembiso Babies Home



21 July 2022



NTEU donated water to these two organisations in celebrating Mandela Day and followed it up with a visit.



EP Youth Care Centre

NTEU National—New Microsoft Phone System

The auto-attendant switchboard number is: **011 076 8670**

Please note: The 041 numbers are no longer available.



Differentiation between Management and Leadership

2022/04 Charles Cotter, PhD

Defining Management and Leadership

There is often debate between the similarities, differences and synergies between management and leadership. From a scholarly perspective, du Toit et.al (2007), define management as a process of activities that are carried out to enable a business to accomplish its goals by employing human, financial and physical resources for that purpose. In contrast, these authors define leadership as the process of directing the behaviour of others towards the accomplishment of predetermined goals. Furthermore, leadership is defined as the influencing and directing of the behaviour of subordinates in such a way that they willingly strive to accomplish the goals or objectives of the business.



Having worked directly with 174 different companies and according to my work-based research (2020), I've found 14 fundamental points of differentiation between management and leadership. These points are tabulated below:

The purpose of the tabulation is not to paint management in a negative light and/or to vilify management and to elevate leadership on a pedestal, but merely to contrast and differentiate management and leadership. Management is the cornerstone of organizational performance and the

POINT OF DIFFERENTIATION	MANAGEMENT	LEADERSHIP
1. Priorities	The manager is important (selfish)	The followers are important (selfless)
2. Career fluidity	Occupy space. Managers work themselves into a job.	Create space. Leaders work themselves out of a job.
3. Talent development	Hoard, monopolize and/or suppress talent	Invest in and Liberate talent
4. Mindsets	Fixed and Scarcity	Growth and Abundance
5. Objectives	Compliance and Control	Commitment and Empowerment
6. Orientation	Task	People
7. Source of power	Positional	Personal
8. Exercise of influence	Charisma (Pathos)	Character (Ethos)
9. People Management	Dictate and Motivate	Delegate and Inspire
10. Employee Engagement	Command and Instruct	Connect and Facilitate
11. Focus	Stubborn	Single-minded
12. Change Management	Polarize	Energize
13. Representation	Diversity	Inclusivity
14. Impact	Transactional	Transformational

bedrock of effective leadership. In fact, I have come to the conclusion that management and leadership are not mutually exclusive and that there should be a perpetual quest of discovery to find a hybrid solution i.e. becoming a leading manager – a manager with exceptional leadership skills.

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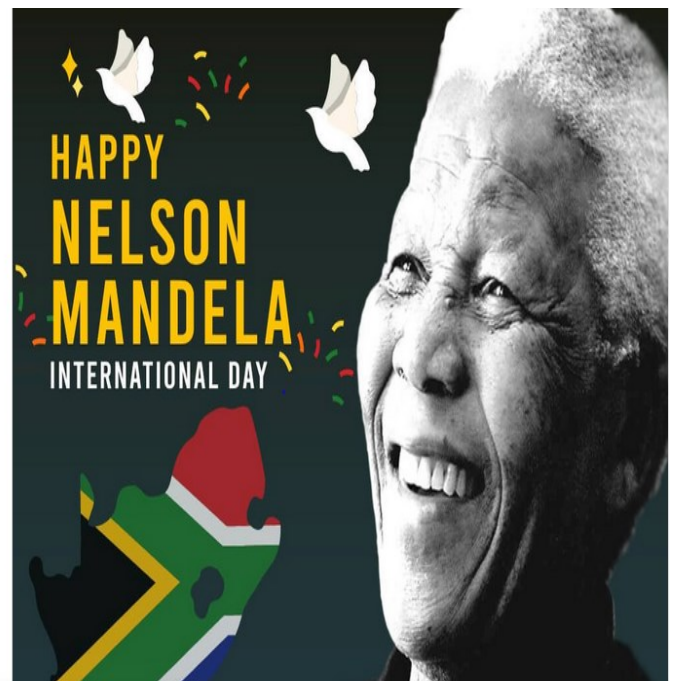
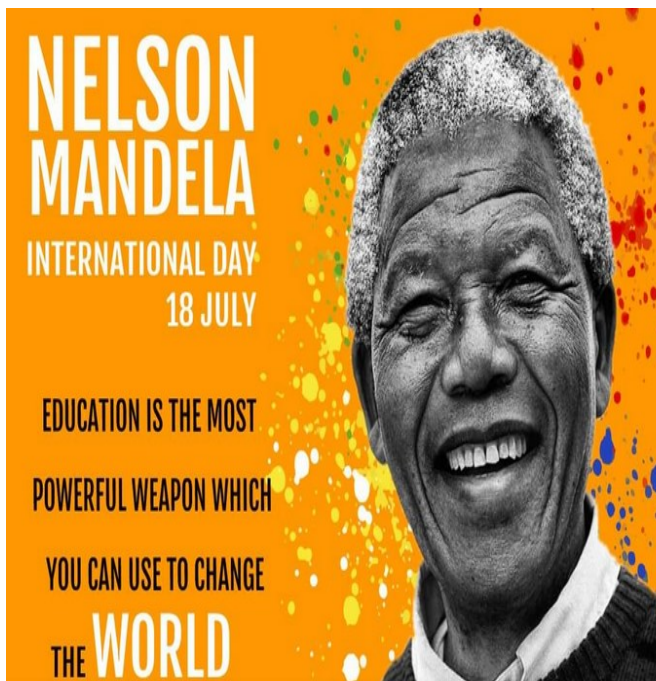


PATHWAY TO ACTUALIZING TO A LEADING MANAGER

The 7-step leadership development process (Cotter, 2018) map is listed below:

- **Step #1: Creating a Vision (ENLIGHTENED)**
- **Step #2: Articulating that vision in a Compelling and Inspirational manner (ELOQUENT)**
- **Step #3: Exercising Positive and Constructive Influence (ENGAGER)**
- **Step #4: Guiding and Supporting followers in the pursuit of achievement of the vision (ENCOURAGER)**
- **Step #5: Serving as a Role Model (ETHICAL)**
- **Step #6: Nurturing, Developing and Empowering followers (EMPOWERER)**
- **Step #7: Being a Driver and Agent of Change (ENERGISER)**

<https://www.labourguide.co.za/recent-articles/2875-the-14-points-of-differentiation-between-management-and-leadership>



From the desk of our Full-time Shop steward



Small changes make a BIG difference!

The water crisis in Nelson Mandela Bay is ongoing. Our falling dam levels could mean further water restrictions and higher tariffs on your water bill.

DID YOU KNOW?
A standard toilet cistern uses between 6 and 9 litres per flush. That means that a single flush can use almost a quarter of your 50-litre daily consumption target!

PREVENT DROUGHT DISASTER

- Here are four ways to save both water and money:**
- 1. Reduce volume of toilet flush**
Place a sachet of absorbent polymers, Hippo Bag, brick or filled bottle in your toilet cistern to reduce its capacity and save water with every flush.
 - 2. Use cold water run-off**
While you wait for the shower water to heat up, catch the run-off in a bucket and use elsewhere for cleaning or flushing.
 - 3. Don't rinse under a running tap**
Use a shallow basin of water for rinsing food or dishes.
 - 4. Check your toilet, taps & pipes for leaks**
A leaking toilet or tap is literally money down the drain. Call a plumber to fix all your household leaks.
- nelson mandela bay MUNICIPALITY**

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If there is no water, there is no life.



ANNUAL PEROMNES EVALUATIONS DEADLINE

