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by Wa Erf

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Management and Leadership

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Abstract

For any institution to operate successfully there must be leadership and management that run well. Therefore, management and leadership are very important in any institution, organization or business. Although the two terms are used interchangeably, people do not realize their difference and hence their roles. Leaders and managers have several key differences starting with their roles and abilities. Thus, leaders do not necessarily need to be managers but managers to be successful they should also be good leaders to easily influence their workers to achieve the institutional goals. Similarly, correctional facilities need to change their administration to enhance the outcome rather than working on previous theories.

Management and Leadership

Management and leadership are used interchangeably in an institution; however, both managers and leaders are important. Management and leadership are not the same because the primary difference is that leaders have individuals following them while managers have persons who work under instructions for them. Therefore, managers are members of the institutions who perform significant functions and responsibilities of management such as planning, leading, organizing and controlling (Stanley, 2016). On the other hand, leaders do not necessarily hold management positions in the organization, but they are followed because of their personality, beliefs and behavior. For instance, leaders always perform their activities with passion while considering the success of their followers as well as attaining their goals to satisfaction.

Similarly, managers can also be leaders to be successful. For instance, people who own small businesses need to be strong ⁵ managers and leaders to be able to get their team together and work towards their vision. Primarily, leadership skills will allow them as managers to get individuals to understand as well as believe in the vision outlined in the institution and work together in attaining the goals. Furthermore, management skills will help in directing and clarifying that daily activities are undertaken accordingly.

Leadership and management are not the same but they must go hand in hand. Thus, they are significant in every institution since they are related and complementary to each other. Moreover, when an institution lacks both of them then they will be likely to have more problems than solving issues at hand. Consequently, to have a successful institution there must be a manager to plan, coordinate the workforce and organize and have leaders who will motivate and inspire the staff to work to the best of their ability. Managers can inform their staff what to do,

how to react to change, give direction and give good ideas. At the same time, leaders can show their followers what to do, how to create change, ask questions and implement good ideas.

The future administration that will bring progress to the institution requires individuals with different characteristics and attributes that objectively identify the ideal executives who can deal with any problem efficiently and effectively. Hence, the future for administration in institutions is to have all types of managers working in different levels. Moreover, there must be qualities for both top executives and supervisors. Different managers as well as supervisors are expected to have several profiles for the ability to deal with their levels of work, for instance, the top executives are required to have the capacity of making decisions, the capacity to win respect from, other supervisors and staff, as well as having good judgment.

Good managers and leaders at different institutional levels will lead to increased success. The success of the organization requires leaders and managers who will work an extra mile than what they have been previously doing. When people do what they have always done they will always get the same results, thus to get extraordinary results it is important to get extraordinary individuals. The correctional facility always has several levels that require management; for that reason, every level will require leaders. However, every leader in the institution should have different skills that will make them fit the level of the institution and act with due diligence towards the achievement of the goals of the institutions (Martin, 2015). The levels of the management in the correctional facility will depend on roles, authority, position and duties. Therefore, different leaders will have different skills and abilities to be able to handle their positions with competency.

Moreover, management of the correctional facilities is done based on a top-down approach. Supervisors perform their work with strictness and treating them with rudeness since

they are believed to be individuals who have done wrong things in society. Therefore, the prisoners are not inspired to be good individuals and are not motivated to change their doings. However, when managers work with the required core competencies, they will bring change to the individuals which will in return inspire them to be good members of society. Both top executives and supervisors are required to maintain their aptitude and respect for the inmates to ensure success in correcting their behaviors.

Top-level managers in correctional facilities are required to perform plan for programs that happen in the facility as well as evaluate performance. Performance evaluation is a very critical thing as it allows managers to know if the programs and strategies taken have an impact on the performance of the facility. Every correctional facility has the aim of correcting the behaviors of inmates, for that reason performance evaluation will enable executives to know if inmates are changing their behaviors. Moreover, motivation is also another key factor that leaders of correctional facilities should have to inspire other supervisors as well as inmates (Campbell, 2006). Similarly, strategic thinking is another key competency that top managers should have to enable facilitate change of the outcomes in correctional facilities. Strategic thinking ensures that managers can realize relationships, inferences of a situation and the projections of the possibilities hence providing the best plans.

Several new things might work in the correctional facility. The majority of the inmates will be motivated when they interact with the officers in the facility. Change can be provided to the inmates based on how the officer will carry themselves while at work. For instance, inmates like to be listened to by the officers. Therefore, to enhance service delivery in the correction facility, there is a need for officers to work professionally and use body language efficiently. Another thing that might work in a correctional facility is for the managers, supervisors and

officers to be positive while working with inmates. Having a positive attitude is critical in enhancing the success of the correction facility. Similarly, maintaining a positive attitude every day improves the chances of making a difference to the inmates' behaviors. Managers and officers controlling their attitude will result in the control of their motivation in return and hence controlling the performance. Hence, the attitude of a person determines the proficiency and quality of a person's actions and integrity.

3 References

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