

The Main Differences Between Leadership and Management

“Atatürk’s Leadership”

Giray Saynur Derman

Marmara University, Faculty of Communication-Department of Public Relations and Publicity, Department of Interpersonal Communication, Istanbul, Turkey

*Corresponding Author
E-mail: saynurb@marmara.edu.tr

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Abstract

The concepts of leadership and management are often confused with each other and sometimes used synonymously. Though these terms are in close relationship they are fundamentally different. In this study, the differences between the concepts of leadership and management are analyzed. Leadership concepts and approaches are our main arguments. The characteristics of successful leaders have been the subject of research from the early periods to the present. It is widely accepted that the leader has an important place in military, political and economic successes. In addition, based on the basic characteristics of the leadership styles applied in this study, the leadership characteristics of the Turkish leader Mustafa Kemal Atatürk, who has given a stamp on the history of the Turkish Nation and which has left its mark on the era, have been emphasized. Atatürk’s leadership are also examined.

Key Words: Atatürk, Leadership, Management, Leadership Approaches

If three people come together, choose one of them as leader

Hz. Muhammed

Introduction and Theoretical Framework

The history of administration, management and leadership is as old as human history. From the moment they are born, people continue to live in various groups, institutions and organizations until their death. Although management and leadership are very similar, they are two independent terms. They are interconnected and complementary. Leadership and management have existed everywhere and at all times where human relations exist. When the leadership theories are examined in the historical process, it is seen that leadership theories are developed according to the characteristics of the period. Leadership can be defined as the process of influencing individual and group behaviors in reaching the set goals (Axtmann, 1998). A good leader is not only the one who guides his audience in achieving professional success, but also reassures them, instills them, uses persuasion, and often motivates them. The aim of this study is to examine the leadership characteristics and leadership secrets of the leader of Turkish National Struggle, Mustafa Kemal Atatürk, one of the most influential and important example of the history, military and political world, who is recognized as one of the most prominent leader in Turkish and world history. The leadership theories are continuously developed in the historical process. In other words, it is theoretically explored in the light of leadership styles. Leadership and management approaches, executive types and management styles and leadership styles applied by Atatürk were emphasized in the content of the study. Since it is a theoretical study, it is mainly based on the historian method

The technique used is literature review.

Management and Leadership

Administration; is the sum of the decisions and implementation processes that can use all available resources in harmony, efficiently and effectively to achieve certain objectives (Akşit, 2010). Leadership is; it is the sum of the knowledge and skills that will enable a group of people to gather around specific goals and mobilize them to achieve them. Leadership; the process of influencing group activities towards achieving group goals. Leadership can sometimes be regarded as a personality trait, sometimes as a quality of a particular authority, and sometimes as a type of behavior. A complex combination of biological, social and psychological processes reveals leadership potential in an individual (Aron, 1973). To be effective, this potential needs to be successfully put into practice. There may be those who have leadership qualities but still lack the success in application. In the lives of different people, these characteristics can occur in various situations. In practice, leadership is influenced by the environment and the opportunities and limitations offered by the environment (Conger, 1989).

Leadership is an element of our human personality. Is there a difference between the Leader and the Manager? If so, what are these? Although these two concepts are used interchangeably with time, there are some differences between leadership and management skills, especially in terms of doing business and approach.

Managers focus their attention on auditing, rules and procedures. Leaders, on the other hand, give direction, mobilize talents and define and implement strategies. They focus their attention on people, not on rules. The manager tries to maintain the policy, the leader determines the policy. The administrator thinks of the tree; the leader deals with the forest (Gordon, 2003).

Management	Leadership
Brings order and consistency	Brings change and innovation
Prepares plan and budget	Determines direction, creates vision
Establishes organizations and staff	Directs supporters to reach vision
Checks and solves problems	Motivates, inspires

- Administrator is the person who tries to reach the goal,
- The manager is the person who balances the objectives in the competitive environment,
- The person, who is the manager, must be responsible,
- The manager should be a good thinker,
- The manager is the person who provides the mediation,
- The manager is a good diplomat and politician.



Executive Leader

In decision-making, the future manager will need to behave democratically and use techniques such as brainstorming during the information and analysis phase, but once decided, he must demonstrate strong leadership in the implementation phase. The main problem here is not to take leadership to the degree of rigidity in an ever-changing environment. This balance between consistency and correcting in the middle of work will become an art (Coleman, 2004).



Managerial qualities

- representative
- teaming
- problem-solving
- effective decision maker
- adjudicator
- coordinator
- inspirational
- suggestive
- exemplary
- pioneer and guide
- human-oriented
- serving
- providing security
- cooperative
- capable of empathy
- participant
- risk and responsibility.
- Leader manager should also have empathic behaviors



Managers 'do things right' Leaders do the right jobs (W.Bennis)

If success is desired in the 21st century, strict, rule-bound, non-innovative leadership approaches should not be adopted. Most importantly, 21st century leaders must be absolutely capable of communication (Gordon, 2003). With the basic tools of technology, leaders must use the new tools in creative ways to communicate their messages (Sarioğlu, 2014). Additionally, effective leaders should be effective in setting up delegations and goals to be able to trust the good of their staff. The ruling type of the new century is not a person who is satisfied with his physical characteristics or professional knowledge as before but is able to see and evaluate the opportunities offered by the new age and produce solutions against the emerging threats (Ringer, 2003).

The conditions of our age compel managers to become academic spirits who are constantly researching and renewing themselves, sharing their knowledge and experience with business members and opening the horizons of employees and business with the learning climate they place in the business (Vergin, 2001). In other words, with the positions of both learning and teaching as planners and coordinators of the learning and management process in the next millennium, it is imperative that academic leaders provide and guide the environment and opportunities for all employees to take an active role.



Atatürk's Leadership

Mustafa Kemal Atatürk is one of the leaders who had the most influence on the political, economic and social conditions of that period in the society in which he lived when world history was examined.



Trained as a soldier and educated in this direction, Atatürk's military vision, administration perspective and political leadership have opened the door to very important transformations because of his horizon (Kongar, 2012). Atatürk's leadership developed a positivist and democratic administration and philosophy (Tural, 1999). During the period of national struggle, Atatürk's military leadership and political leadership came into prominence with the establishment of the republic. Atatürk's political leadership enabled him to rivet his victories during his military leadership and to implement the form of government he dreamed of. What makes Atatürk one of the most important leaders in world history is his practices in the political leadership process.



Leadership Styles Applied by Mustafa Kemal Atatürk

1. Atatürk's Transformational Leadership

One of the most important characteristics of transformational leadership is vision. Transformational leadership differs from traditional leadership with the concept of vision (Yüksel, 2010). The fundamental characteristic of transformational leadership is that it has a shared vision.

Other features of Transformational Leadership

- Creating a common vision
- To be determined and brave
- Sharing and emotional endurance
- Effective communication and motivation skills
- Risk taking, reliability and self-confidence
- Representing change
- Teamwork

It is extremely important and indispensable for the transformational leader to form a vision.

Atatürk is a visionary transformational leader (Arıkan, 2001). Great leaders are brave and determined people who are not afraid to make very difficult decisions in unexpected times and situations (Zel, 2011). The transformational leader is the person who can analyze the current problems in the best way and make a decision soon and apply his decision with courage despite all the risks that may be encountered (Kongar, 1981). The great leader Mustafa Kemal Atatürk is

a transformational leader with these qualities (Aslan, 2008). For example, in the First World War, the idea of "*Either independence or death*" ordering his soldiers on the Gallipoli front to die shows the degree of courage, determination and risk taking by Atatürk (Taş, 2009: 4).

2. Atatürk's Charismatic Leadership

The concept of charisma is a term used by Max Weber in sociology (Giddens, 1992). Weber took this concept from Rudolf Sohm, a lawyer and historian of the church of Strassburg. In this context, the word meaning of charisma is "love of God" (Şehit, 2011). Weber used the concept of charisma to characterize self-sustaining leaders who avoided the sufferers and those who need to pursue a leader believed to have extraordinary qualities (Weber, 1975). Heroism and belief in success are important distinguishing features of charismatic leadership (Weber, 2004). These features are very much available in Atatürk. Since the 1915 Battle of Dardanelles (Çanakkale), it has strengthened its leadership as a continuously rising value in society (Aşkun, 1998). It has created a wide audience around the risks he took during the war and his successes. The events, memoirs, rumors and comments about Mustafa Kemal Atatürk's superior personality formed his charisma.

Conclusion

Many approaches have been developed on the concept of leadership from past to present. The oldest and most comprehensive approach defining this concept is based on human characteristics. Hundreds of definitions have been made in the literature about the phenomenon of leadership. Thousands of academic researches have been made on the concept of leadership and hundreds of definitions have been added to the literature. All scientists doing research in this field have made a description. If it is necessary to make a general definition of leadership, it can be said that it is an energetic process that enables individuals to adopt and realize common goals in a willing and enthusiastic way by bringing together them within the framework of a jointly created vision.

In another concept that is as important as leadership is the concept of management. In this concept, just like the concept of leadership, it is as old as the history of humanity and has existed everywhere and always in human relations.

The concepts of leadership and management, which are as old as the history of humanity, are constantly confused with each other in the literature due to the fact that they try to direct individuals or groups in organizations, for the sake of achieving certain goals and objectives. Leadership and management have different meanings as well as leaders and managers are different from each other. Managers are those who have been brought to their positions by others, who make efforts based on the goals set for them, plan, implement and supervise the works. Leaders, on the other hand, are the ones who influence others with their different characteristics and can create a vision and mission based on goals. In the century we live, we will need new generation leaders, not managers. Because every leader can be a good manager, but not every manager can be a good leader.

There are many leaders who guide world history. Among these leaders there are many Turkish leaders who have made their marks on history. Atatürk is a master leader who has achieved his goals even in the most difficult situations and difficult conditions. Atatürk is a transformational and charismatic leader. As a result, the leader of the National Liberation Struggle and the Republic of Turkey's founder, Mustafa Kemal Atatürk, dedicated himself to the Turkish nation, and must be accepted as a world leader. Though Atatürk's career started in military and primarily his education, successes and leadership started in armed forces he became a world leader who demanded peace for the whole world and stated this in his famous proverb "Peace in the Land, Peace in the World."

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