

## Striking The Balance: Are You Leading Or Managing?

Managers	Leaders
Support change	Embrace & value change
Duplicate	Originate
React	Proact
Control	Empower
Administer programs	Develop people
See rivals/competitors	See partners/cooperate
Ask how	Wonder why
Satisfy customers	Delight customers
Plan around	Confront
Want good	Demand better
Conserve assets	Risk them
Not available	In the fray
See complexity	See simplicity
Formulate policy	Set examples
Instruct	Inspire
Perform duties	Pursue dreams

**A S S O C I A T I O N W O R K S**

Consultants To Nonprofits

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