

Leadership and Supervision in the workplace

Difference between Leadership and Supervision

Leadership is based on personal example, good management practices, and moral responsibility. Supervision is the act of directing, monitoring a task or a project to ensure it is done properly. Leadership however is defined in many different ways, but leaders always have influence. The ability to influence others is a common leadership quality. Supervision does not require the ability to influence, only the ability to delegate.

So, the difference between leadership and supervising is found in the person in charge. Leaders are gifted individuals while supervisors can be taught a management style.

Many supervision models focus on task completion and *end results* and use leadership as one *technique* to reach goals or objectives. I believe there should be a focus on LEADERSHIP as the primary process to meet organizational needs and objectives.

In order to be a leader, you must first be able to follow. Good leadership is more important than ever. You may think that leadership doesn't apply to you. You're wrong! Learn as much as you can about leadership. Your leadership skills will have a strong impact on your business career and your personal life. It doesn't matter whether you're an apprentice, a supervisor, a manager, or a chief executive officer; you will assume responsibility and exercise authority within the chain of command. As you advance to higher posts, you'll assume more authority and responsibility as a leader. Now is the time for you to learn about leadership.

Elements of Leadership

You've heard the expression "leaders are born, not made" or "that person's a born leader." Forget these phrases; no one is a "born leader." Many people are "natural" leaders because of their strong, magnetic personality or because of their natural ability to learn rapidly (fast). However, such people are the exception, not the rule. Because leaders aren't "born," they must be "made" (trained). Below are some of the elements that make an effective leader:

1. **Humility**

While it's true that everyone loves confidence, humility creates a likable persona, making others more comfortable with their position.

2. **Moral principles**

The key to leadership is the emphasis you place on personal moral responsibility by being honest and loyal.

3. **Transparency**

People should know why and how a leader has come to a decision and in what ways it will affect them.

4. **Learn from failure**

Experiencing failure has the power to shape a leader. It is a powerful resource from learning and teaches survival, renewal and innovation.

5. Trust

A good leader no longer trusts power but places their faces in the power of trust.

6. Confidence

Confident leaders are generally happier, create better relationships, remain open to risk, accept feedback, think for themselves, recognize success and are more motivated.

Illustrations

Gandhi is a good example of leadership because of his willingness to call for a stoppage of protests. The influence of Gandhi over the people of India was leadership. The Indians who assisted Gandhi in implementing the stoppage of protests illustrate supervision. Another example is how the monarchy of the United Kingdom is seen as a leader, but in reality, has little influence over the direction of the country. Leadership sets a new direction and supervising directs or controls the established direction.

Framework

The fundamental skills of supervision if applied appropriately can also be attributes of leadership. I am addressing supervision from a leadership perspective which moves from MANAGEMENT, which often focuses solely on the end results, to LEADERSHIP, which focuses as much on the people and the process as it does on the outcome.

My leadership/supervision framework focuses on creating personal connections to meet individual and organizational goals.

Why focus on leadership?

One of the key functions of management is leading along with planning, organizing and controlling. Leaders have a variety of styles. They set a course by developing a clear vision and conducting planning that determines the goals needed to achieve the vision and mission. They motivate by using a variety of methods, including facilitation, coaching, mentoring, directing, delegating, etc.

There are many pathways to gaining skills as a supervisor but caring about others is crucial to leadership development.

My model introduces a variety of skills, tools and nuances necessary for successful execution, e.g., caring for the individual, caring for the team, recognizing your strengths and weaknesses, honestly and consistently evaluating your performance and growth, knowledge of what is needed to inspire, connect with and understand others, etc. That can only be mastered by improving your EQ ([emotional intelligence](#)).