



LIBRARY - LEADERSHIP VS MANAGEMENT

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Leadership is that quality by which we influence people so that goals are achieved willingly and enthusiastically. It is not exactly the same as management because leadership is one of the major elements of management. *Management* is the discipline of managing things in the best possible way. Some say, in short, that it is the art or skill of doing work through and with others. It can be found in all fields, including libraries. Thus we can delimit in Romania, at this moment, the passage of time emphasizing the differences between two periods. The barrier being the year 2008, this year the Law on the management of cultural institutions was adopted. With the appearance of this law, the management of public libraries suddenly acquired a different dynamic, if until that moment the director of a library could be in office until retirement, suddenly the manager of a library has a contract for a fixed period between 3 and 5 years having to fulfill certain objectives in the given period. Important legislative elements intervene, such as management projects, development strategies, marketing strategies, general objectives, specific objectives, programs and projects along with the budget necessary for their development.

Thus, in order to achieve the proposed performance, the library manager most often sets objectives for one or more people and determines them, through an interpersonal mechanism, to act together with competence and full dedication in order to achieve them. At the base of leadership is the team spirit, which is of particular pragmatic importance, and in order for results to be achieved more easily and through consensus, the manager must also have leadership qualities.

One of the major differences between leadership and management is that management is only for formal and organized groups of people, whereas leadership is for both formal and informal groups. In the library activity, due to its dynamics, we have to manage both formal groups (library staff) and informal groups (volunteers, community members, NGOs). If we do not have an effective approach to them, management objectives are more difficult to achieve or even impossible to achieve. The current library manager must combine the following facets of leadership with those of management in his work of motivating the staff or groups he works with:

Facet / Comparison	Leadership	Management
Sense	Leadership is an ability to lead others by example.	Management is an art of systematically organizing and coordinating things in an efficient manner.
The base	Trust	Control
Focus on	Inspiring people	Activity coordination
Power	Influence	Rule
Concentrate on	Encouraging change	Bringing stability
Strategy	Proactive	Reactive
Formulation of	Principles and guidelines	Policies and procedures
Perspective	Leadership requires good foresight.	Management has a short perspective.

If we look at any other scientific organization individually, these seem to me to be lacunae, in relation to the adaptation effort of libraries or other information and documentation structures, in their desire to support the evolution of science and culture. Because in relation to the development of science, I believe that libraries are the most defining realities, we cannot speak of science without referring to libraries as the manager of knowledge. The idea of the new is always related to knowledge, knowledge. In the sphere of culture, libraries are an active keeper of it, being the structures without which nothing can overcome the short measure of life and the tragic danger of forgetting.

In the transition periods of a society, when, relative to the previous period, time seems to contract and events take on a different dynamic, when new trends intermingle with old ones, libraries need to be supported, because giving up on them would lead to negative long-term social experiences. I believe that it is precisely the dynamism of libraries in transition periods that can make a difference, by the way they support science and culture, alongside society, in their processes of change. Without institutional leadership, leading to a true performance that supports the development of culture and science, we need to identify the differences between leadership and management, as follows:

1. Leadership is a virtue of leading people by encouraging them. Management is a process of managing the activities of the organization.

2. Leadership requires the trust of followers in their leader. Unlike management, which needs the manager's control over his subordinates.
3. Leadership is an ability to influence others, while management is the quality of governance.
4. Leadership requires the leader's foresight, but management has a short vision.
5. Principles and guidelines are established in leadership, while in the case of management, policies and procedures are implemented.
6. Leadership is proactive. Management is reactive in nature.
7. Leadership brings change. On the other hand, management brings stability.

Leadership and Management are inseparable in nature, if there is management, there is leadership. Because the qualities of a manager require leadership skills precisely to inspire his subordinate. The library is the ideal place where you can see both management and leadership. Obviously there is a manager and a number of leaders working with their teams to assist the library in achieving its goals. Often managers also play the role of a leader, in order to give the right direction to the work of the library. So they both have to approach the same path as a complement to each other. A library needs leaders as well as managers for both growth and survival.