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Both management and leadership are functional processes but leadership is never a role. Thus we need to shift our focus to what management skills it takes to run a large company. Leadership is an occasional act, an influence process. CEOs only show leadership occasionally, specifically when they influence people to think or act differently.

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The risk manager typically assumes the role of managing the hazard risk, which includes liabilities and property-related exposures. Meanwhile, management is accountable for strategic risks. Other than cyber threats, risks addressed by the risk manager are rarely recognized as risks of executive management.

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(3) Leadership Performs the Functions of an Intermediary between the Top Management and the Work Group: Renis Likert has called them as "Linking Pins." As linking pins, leaders integrate the whole organisation. They represent the work group before the top executives and also represent management before the work group.

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