

1: Leadership vs. Management

Managers promote stability while leaders press for change, and only organizations that embrace both sides of that equation can thrive during change. In today's higher education IT environment, complexity and change are constant – a fact that makes the ideas in Kotter's article worth exploring.

Posted on March 6, by msbreslin Leaders and managers, two terms that are often confused by many people. Some feel that they are one in the same and others feel that they are completely different. In my opinion, you have to view the argument in a certain way. A leader is a person that takes charge, encourages followers, communicates its vision to its followers, takes risks, has some kind of intelligence, and usually contains a strong charisma. They can either be considered a manager of people or products. They are delegated with specific tasks that they have to carry out on the job which gives them the opportunity and flexibility to become leaders if they so desire. There are really good managers that exist and unfortunately really ineffective managers. A leader is usually a person that is creative and comes to the table with an idea. They might see a way to improve an existing situation or have a vision for a new type of product. I would consider most to be change agents. They are coming to change an existing situation to make everything run smoother. A manager is hired to be that type of person but might not always deliver. The reality is that not all managers need to inspire, motivate, or come up with valuable changes if they do not want to go that route. Many managers view that if it is not in their job description then they do not have to proceed. This is why many companies try to examine what these individuals have done in the past where they displayed leader characteristics before they hire them on the job. My point is that these can be completely opposite. The same type of situation can happen in the reverse scenario. You can have someone that has a fantastic idea on how to improve something or just come up with a brand new idea but when it comes to managing a company or people might be the worst person for the job. So you can even be a leader and not be a good manager. Some leaders might put others in charge of the company and just sit on the board of directors. These two terms can be the same or be completely opposite. You have to look at this on a case by case basis. It all comes down to the characteristics of the individual.

2: What is the difference between manager and leader?

Business leaders have much more in common with artists than they do with managers. ways to train good managers and develop leaders at the same time. between managers and leaders, he wrote.

What makes a great leader? Is leadership motivation or is it vision? Are leadership styles indicative to situations? Are good leaders created or born? The questions around management are similar yet distinctively different: What makes a great manager? Do managers coach or delegate? Does management training really make a difference? All intriguing questions that often spark philosophical debates, opinions and theories of style, art and character of said titles. It comes down to the context of what is being lead or the context of what is being managed. Teams or groups or individuals? Political, educational, familial, theological, etc.? Once that has been distinguished then the context is decisive. What is the difference between leadership and management? Distilled down to the bare bone basics Management is a position of responsibility accountable for executing with efficiency. Leadership is not traditionally the title of a position but is considered a way of being or conducting oneself in a role. But what is this term natural leadership? How is it defined and how is it demonstrated? Natural leadership implies that one is born with the knowledge and demonstrated ability to lead. The personality traits of being sociable, self-confident, assertive, bold and willing have often been referred to as possessing the characteristics of natural leadership. Are natural managers born or made? Management, being a position, can be taught to some extent, but to be an effective manager an aptitude for leadership is required. The common characteristics of a manager are demonstrative knowledge and skills being a planner, provider and protector. Not all leaders make effective managers, but an effective leader is skilled in delegation and therefore can oversee efficiency. Not all managers are natural leaders, but an effective manager inspires action for execution. It is the ability to produce inspiration and action in others that demonstrates an aptitude for leadership – natural or learned. Having studied the psychology of leadership for the past twenty years and have engaged in many discussions, debates and forums on leadership and management with people around the globe, certain common qualities and themes believed to connect leadership and management have been observed, esp. Common Traits in both leaders and managers which inspire action, development and loyalty: Integrity – Honoring your word and cleaning it up when you have not. Acknowledgement – Acknowledging the people around you regardless of the relationship they are to you and your world.

3: Difference Between Manager and Leader | Difference Between

Leaders and managers, two terms that are often confused by many people. Some feel that they are one in the same and others feel that they are completely different. In my opinion, you have to view the argument in a certain way.

Those who know me, know that I love disagreement. I believe that we manage things processes, procedures and outcomes and we lead people employees, customers and others. I believe that there are very distinct differences between the role of a manager and the role of a leader. But the roles should not be in conflict with each other. Sustainable, high-performance organizations recognize that there is a symbiotic relationship between managers and leaders and they ensure that both are being utilized effectively. A manager focuses on process and procedure, a leader focuses on people. A manager measures projections. A leader projects measures. A manager ensures that things are done right. A leader ensures that the right things are being done. A manager ensures that rules are followed such as laws, regulations and policy. A leader empowers and inspires innovation. A manager deals in detail. A leader in possibility. A manager magnifies corporate policies, processes and procedures. A leader magnifies the person, their capabilities and their purpose. A manager deals in the probable. A leader deals in the possible. Managers are, by design, implementers of rules, organizers of details, and they ensure compliance. Leaders are challengers of rules, casters of vision and they define purpose. Followers look to managers for tasks, they look to leaders for purpose. Followers look to leaders for a vision of their destination, they look to managers for the road map that tells them how to get there. The most effective leaders employ managers who know how to build the best road map. While it may seem that the manager and the leader cannot coexist with one another, it is imperative that they do. Today, organizational cultures seem in constant flux between authoritarian environments led by managers , and laissez faire environments managed by leaders. Both cultures are unbalanced, destructive and are unsustainable. Leaders lead and managers manage. Both are in agreement and are bound by a common often written corporate code. Their symbiotic relationship serves employees and organizations, well. Subscribe for weekly updates.

4: What's the difference between leadership and management? | Guardian Careers | The Guardian

Leaders work with people like managers do, but at a different level; they are focused on empowering people, even the managers, to produce change and to create change in behaviors. Leaders are the people in business and organizations that might be in a CEO role or president of the company.

Most had been told by teachers, consultants and coaches that leaders and managers are distinct and separate people. In nearly 15 years of teaching MBA students, I have heard few statements that horrified me more. We have educated a generation – perhaps two – to believe that it is not possible to be a leader and a manager at the same time. And at the other end of the scale, we have a cadre of leaders who believe management is beneath them. Then when things go wrong, they throw up their hands and protest that nothing is their fault. From their position of lofty eminence, how are they supposed to know what is going on down on the ground below? This separation of leadership and management is in part – in large part – responsible for the sorry mess that we are in now. We have leaders who cannot manage and managers who cannot lead; a lethal cocktail of ignorance and incompetence, for which we in the educational system – and I mean trainers, consultants and coaches as well as business schools – are responsible. The separation between leadership and management emerged in the 60s and 70s from the work of scholars such as John Kotter and Warren Bennis, who attempted to reach a better understanding of what leadership is. In doing so, they defined management and leadership as two separate sets of tasks. Management is about getting things done on a daily basis; leadership is about creating vision and setting direction. Organisations clearly need both. From this body of work, we can see that there may be a case for talking about leadership and management as two separate things. But why does this mean that leaders and managers are two separate groups of people? Let us take as an analogy, breathing and thinking. Both are clearly quite distinctive and separate tasks, But according to current thinking in management education, there should instead be two types of people: This is clearly absurd and the same absurdity applies to the division of management and leadership. To function as human beings, we need to be capable of both breathing and thinking. In exactly the same way, people in business must be capable of both managing and leading. Leaders who do not know how to manage will sooner or later be undone by their lack of technical knowledge and competence. Managers who cannot or will not lead will lose the confidence of their colleagues and subordinates. People look up to and respect those who are willing to take charge. Management and leadership are different things, but managers and leaders should be one and the same person. We need people who can both inspire and control, who have both vision and an eye for fine detail, who can look at both the short term and the long term; who can both think and breathe. But today, thanks to the pernicious separation of leadership and management, we have very few people who can bridge the gap. This has been glaringly apparent during the crisis of 2008 and its aftermath, when those at the top of organisations have been seen to flounder helpless while the lower ranks stand by, refusing to step up and take responsibility. We in management education created this mess and now we need to clean it up. The first step is to close the gap and teach leadership and management as integrated subjects. We – teachers, business schools and management educators – need to encourage students to step up, to take responsibility, to be prepared for the tasks of leadership. By teaching leadership and management together, we can help people become more effective leaders and more responsible managers – at one and the same time. It may not be the cure for all our problems, but it is a good start.

5: Are All Managers Leaders? Essential Difference between Management and Leadership - Good Management

Leadership and management must go hand in hand. They are not the same thing. But they are necessarily linked, and complementary. Any effort to separate the two is.

Managers are not necessarily leaders Managers are not necessarily leaders June 26, By: Steve Benson Often we are told that leadership is the key to the success of any business or organization. Is it the same as management? And what separates would-be or so-so leaders from world-class leaders? There are business leaders and there are business managers. And while some leaders are managers and some managers are leaders, many times leaders and managers are very different animals. But when it comes to business leadership, we still have much to learn. We now have in place throughout the Western manufacturing industry an entire generation of mid- and upper-level managers whose sole goal is to preserve the current systems and to keep things the way they are, which is not the nature of leadership. Leadership requires the creation of new systems and the vision to see something new, something beyond the status quo. Being a leader means taking calculated risks. Most managers instead focus on maintaining the status quo. Leaders think outside the box and disrupt the status quo. They search for better, more efficient ways to do things. This is the kind of thinking that can move mountains. Leaders inspire, move, and remove multiple layers of management within an organization, shifting responsibility, forcing out the nonproducers and rewarding those who are the producers. Leaders fully understand the value of self-management and self-motivation. They understand the value of empowerment. Key Differences Leaders have followers; managers have employees. Leaders empower and inspire their followers. Managers only maintain command and control, many times to excess, thereby uninspiring employees. Leaders do not seek stability, they look for flexibility. Leaders set the course, inspiring their followers to solve their own problems and make their own decisions. Leaders teach their followers to be leaders in their own right and to better themselves, their companies, and those around them. Managers make decisions, solve problems as they arise, and give orders. Leaders are always looking for better and more efficient ways of doing things. As leaders we always need to be looking for ways to access the brain trust we employâ€”the know-how and everyday skills of our people. Turning Managers Into Leaders To empower and inspire our managers to become leaders, we must go beyond hiring people with only fundamental management skills. We must look for candidates who exhibit a great deal of character and possess above-average leadership qualities in addition to management skills. The real challenge is one that we all face, at all hiring levels in any organizationâ€”where to find them. And we must be able to recognize them when they are sitting before us. Good leaders share many of the same characteristics and attributes. If we look closely enough at management candidates who possess leadership qualities, we will find these attributes: Leaders have vision and are able to communicate the vision to others. Effective communication is as important as the vision. They have integrity and are more concerned with doing the right things rather than what is expedient. Integrity is essential for a leader to have followers. Leaders also understand that trust is a two-way street. Leaders let those around them know and feel the commitment they hold for each employee and the organization. The Most Profound Differentiation The most profound differentiation between managers and leaders is the general unwillingness of managers to lead. They often are unable or unwilling to make the tough and unpopular decisions necessary and instead follow the path of least resistance. Are you an inspiration or a demotivator? Do you possess integrity and hold your employees to the same standards? Do you empower your employees or micromanage? Are you a leader? You May Also Like.

6: Management vs. Leadership - www.enganchecubano.com

In my opinion, leadership and management share some common aspects, but they are not the same thing. A manager is usually more concerned about execution where a leader typically provides vision. At the core, a leader is anyone who has followers.

A manager is someone who manages and is responsible for the important aspects of a job, project, or team. A leader is someone who is influential, takes charge, and is an example for others. Managers and leaders usually obtain their title in a work, educational, or team environment through a demonstration of their management and leadership skills. In an ideal situation, a manager should possess leadership qualities, and similarly a leader should possess managerial qualities. Managers have different responsibilities based on what they do and who they are managing. They have the ability to delegate and implement plans for a business or team. Managers are necessary to keep a consistent understanding of who is in charge in a group. A leader is a person who takes the lead in a group and chooses to perform to the best of his ability and helps others do the same. In a team, school, or professional setting, a successful manager should have both managerial and leadership qualities. Some look at leaders and managers as different because a leader tends to deal with the personal issues of a group, whereas a manager manages tasks and projects, not people. Additionally it is believed that a manager, because they are considered superior, has subordinates. Subordinates are people who should follow and do what they are instructed to by their manager. A leader does not have subordinates, a leader has followers. Followers are people who believe in what the leader teaches or does because they have earned a certain amount of reverence. A follower is not forced to follow the leader, unlike a manager and his subordinates. There are also different responses to certain situations which are typical of a manager and a leader. A manager strives to obtain results by making rules, remaining in control, and reacting to situations they may encounter. A leader chooses to achieve goals through passion, heart, and charisma. The leader is said to have better people skills than a manager, so they tend to focus on human emotion and desires. Managers do not incorporate human emotion or desire into their decisions; they prefer to use concise, scientific methods of managing a group. Summary A manager manages and takes responsibility of a situation. A leader takes charge, is influential, and sets an example. The manager has responsibilities and is able to delegate and implement plans. Managers have subordinates who follow their rules. Leaders have individuals who believe in what they say, otherwise known as followers. Leaders focus on human emotion and charisma to lead. Managers focus on concise, scientifically proven methods to lead. If you like this article or our site. Please spread the word.

7: Leadership and Management: Are They Different? | Workplace Psychology

Leaders and managers should be one and the same We have leaders who cannot manage and managers who cannot lead; a lethal cocktail of ignorance and incompetence Share on Twitter (opens new window).

Are They the Same? However, managers and leaders fulfill different roles in organizations. Of course they share some basic characteristics, but they are separate and distinct roles that are both necessary on effective teams. What does a manager do? Managers focus on the quantitative work of a team. They help plan, budget, organize and staff a team. They control what the team does and help problem solve when things go wrong. Have you ever acted as a manager in a team project? Typical manager behavior would be assigning tasks to other group members, booking meeting rooms in the library or emailing due date reminders. What does a leader do? They are more likely to set a direction for the team, get people on board, and then motivate the team to follow through. They probably advocate for change and new approaches to tasks. Have you ever acted as a leader in a team project? Typical leader behavior would be exciting the team to do well, supporting the team vision vocally, and inspiring people to do better work. Can you be both? The short answer is YES, you can be both! Gain self-knowledge check out my self-knowledge leadership series! Involve others in your decision making. Think about how one part of a project impacts the others. Think about the long term impact of decisions – on people, on efficiency, on morale. Jordan Perras will graduate in from Northeastern University and she is majoring in Math and Business Administration with a concentration in Finance and a minor in Economics. She has a wide variety of interests that include history, art and literature and plans to pursue an MBA after college. She is especially interested in the role of social entrepreneurship in sustainable business.

8: The Difference between Management and Leadership |

The last difference between managers and leaders is that being a manager in the old-school view doesn't require a manager to find her voice and speak her truth. I went to countless management.

This question has sparked much debate in the business world and for many years with leadership researchers, who have studied the structure and success of businesses. In agriculture, businesses – whether it be farms, ranches, feedlots or general agricultural-related companies – focus also on managers and leaders to result in success. Similarities of leaders and managers Our first reaction is, of course, a manager must be a leader because they are serving in a management role and this role usually brings with it supervision and power. We often associate titles with leadership: If one is the farm or ranch manager, then we assume they are a leader. Because you are in a management role, does that automatically make you a leader? Kotter believes there are some similarities between managers and leaders because they both involve a decision-making process, both work with people to accomplish a goal and ensure that goal is reached, and they are both action systems. But despite these similarities, there are differences that actually make the two very distinct. So what are the differences between a manager and a leader? Managers Successful businesses need solid management to keep the day-to-day functions on par. Those serving in a business manager role have a lot of responsibility on their plate and are critical to the business, team or organization. In a ranch setting, they probably have several employees to manage, a cow herd to oversee, a supervisor to report to and a financial portfolio to manage. In a feedlot setting, a business manager may have several middle managers they oversee, such as the head of the processing crew, the feedmill manager, the cattle buyer and the financial manager. People are selected for management roles because of identified skills needed for a management role. Often these skills include planning, budgeting, human resource management, organization, problem solving and a track record of good performance. They are selected for management roles to help the business reach its goals, whether that be to raise healthy, quality calves to sell each fall, manage a feedyard where there is a profitable cost of gain or oversee the development and breeding of a top-level seedstock herd. Most often, managers provide order and consistency. They focus on producing products or services and reaching the short-term goals. Managers are important and crucial, but they are different than leaders. To be a manager who is also a leader, additional skills and characteristics must be accomplished. Leaders Those who are in leadership roles and are leaders are faced with different expectations than managers. One of the main differences is: Managers take control of today; leaders focus on the future. Leaders provide oversight to the management team because they provide the vision and the direction for the future. They must be able to see the big picture, guide the managers and employees to move in the direction of this vision and empower all to do so. Leaders work with people like managers do, but at a different level; they are focused on empowering people, even the managers, to produce change and to create change in behaviors. Leaders are the people in business and organizations that might be in a CEO role or president of the company. It is their responsibility to lead the business to the next step, take calculated risks, challenge the norm, look outside the box and make the ranch, farm or agricultural enterprise profitable and successful. They are the ones that push the envelope to move the business forward. To learn more about the differences of a manager and leader, study the descriptions in Table 1. Summary Managers and leaders serve different roles – yet essential roles. Competent managers and insightful leaders to chart the business in the right direction and keep day-to-day projects going smoothly. Just imagine a business with really strong management but no leaders – how could that business move ahead? Things would be bogged down reaching day-to-day goals and bureaucracy. A business with all leaders and no managers could chart a course that was not feasible. Steps forward may be envisioned, but there are no managers to make them happen. Drucker, management guru, says:

9: The Difference Between a Leader and a Manager – Ron Alvesteffer

There is a common quote you may have heard previously about the difference between manager and leader; "Managers have subordinates, leaders have followers". Fast, actionable feedback 89% of HR Leaders agree ongoing peer feedback has a positive impact.

Are They the Same? Published on October 9, By Melissa M. Do these words mean the same thing, or is there a difference? Take a moment to consider your current and previous supervisors. Would you say they were managers or leaders? Have you ever considered there may be a difference between the two? Many argue it is merely a semantic difference that separates management from leadership, but the experts disagree. This difference, however, does not mean that the two concepts can or should be easily isolated from each other. When used concurrently, management and leadership can be a powerful combination that earns top results. Consider for a moment the various definitions of management and leadership. Maxwell, a well-known leadership expert and author of *The 21 Irrefutable Laws of Leadership*: For instance, Algahtani conducted an extensive literature review of 37 peer-reviewed articles that focused on the topic of leadership versus management. He found that most authors separated the two topics based on basic definitions and skill sets. Similarly, Toor conducted a qualitative study in which he interviewed 49 leaders regarding their perceptions about the differences and similarities between management and leadership. Results showed clear differences in these perceptions. A leader does not simply set a goal and instruct the team to achieve it. Rather, a leader helps the team see how the goal is important and inspires the team to embrace that goal. Additionally, the concept of power was a predominant theme in this study. Most participants believed that leaders earn power based on the personal relationships they establish with followers, whereas managers earn power based on a titled position or employment rank. Another perspective to ponder is whether leadership and management can be classified as art or science. Management is done to a subordinate; leadership is done with followers. Many leadership experts use common words to describe traits of a leader: These adjectives used to describe leaders and managers certainly reflect a more artistic connotation for leaders and a more scientific connotation for managers. Maxwell makes a clear distinction that it is not position that makes one a leader, but his or her ability to influence others. There are two general forms of leadership: Leadership that is based on a titled role of authority within an organization is assigned leadership. Emergent leadership occurs when one is perceived to be a highly influential person within a group regardless of title. However, leaders can emerge in a variety of settings and situations. When used together, these variant approaches can lead to powerful results. Yet, there tends to be a preponderance of managers and a lack of leaders within the rehabilitation field. Just think for a moment about job titles and descriptions. Most often, positions with authority include words that lend toward management: Have you ever seen a job advertisement for a rehab leader, department visionary, or chief influencer? These examples are a bit over the top, but the point remains: Management roles are also easier to define, and management skills are easier to teach. While a training program may be advertised as one that teaches leadership or management skills, most often the majority of the subject matter presented revolves around management skills—skills such as planning and budgeting, organizing and staffing, controlling and problem-solving. Management skills tend to be concrete and easily defined. Leadership skills, however, are more abstract—such as establishing direction, creating a vision, aligning people, motivating and inspiring, empowering, and energizing. Although many organizations do not delineate leadership roles from management roles, it is possible for an individual to rely on both strategies for maximum outcomes. Take, for example, the role of a rehab manager. This is a titled position that automatically instills a sense of power and authority. The person has management responsibilities such as enforcing company policies and procedures, managing revenues and expenses, hiring qualified staff, and ensuring that clinical and financial business drivers are being met. However, these activities can be approached from a leadership perspective. Additionally, a strong leader understands his or her followers team and provides the right type and amount of support, guidance, encouragement, and motivation to lead the team toward those organizational management goals. The leader then works together with the team to facilitate goal attainment. Leaders artistically tailor

their style to suit the situation and the particular followers. They use a shared vision to encourage goal accomplishment rather than by using hard data and authority to dictate performance. Over the course of the last years, the concept of leadership has been widely studied. Scholars have examined the subject from a variety of perspectives and, as a result, a plethora of theories and approaches emerged. Two leadership approaches that are particularly applicable to the rehabilitation setting are authentic leadership and servant leadership. Authentic leadership is a relatively new concept of leadership that can be easily applied whether one is leading a client through recovery or leading a company to financial and clinical success. Because this concept is so new, there is not yet a solidly formed theory of authentic leadership that is widely recognized. Rather, there are many definitions and approaches to describe this phenomenon. These individuals are open to feedback about themselves and their actions, and view these situations as opportunities for personal and professional growth. This theory proposes that leaders put followers and their needs first—above their own—ensuring that the follower feels supported, empowered, and valued. Servant leaders are often considered to be altruistic and humanistic. Research has demonstrated that this approach to leadership produces positive outcomes related to follower performance and growth, organizational performance, and societal impact. Results of this study showed followers of servant leaders felt a greater sense of trust and loyalty toward the organization. A study by Irving and Longbotham proved team effectiveness is highest when performing under a servant leadership approach that focuses on providing accountability, supporting and resourcing, engaging in honest self-evaluation, fostering collaboration, communicating with clarity, and valuing and appreciating. Return to the original questions: How would you identify yourself and your supervisors? I hope that by now you can see there is indeed a difference, and that by focusing on strengthening your leadership skills, operational and clinical outcomes can be maximized. For the majority of her career, she worked as a clinical and operational multi-state regional director in the post-acute and long-term care settings. Additionally, she serves as the administration and practice management elective track director within the OTD program. For more information, contact RehabEditor nullallied Accessed August 7, The 21 Irrefutable Laws of Leadership: Harvard Business Review Blog [Internet]. Management is still not leadership, Jan. Are leadership and management different? Journal of Management Policies and Practices. Differentiating leadership from management: An empirical investigation of leaders and managers. Leadership and Management in Engineering. On becoming a leader. Leadership Theory and Practice 6th ed. Getting to the root of positive forms of leadership. Ladkin D, Taylor SS. Towards a theory of embodied authentic leadership. Discovering your authentic leadership. Harvard Business Review Press; Authentic leadership and positive psychological capital: The mediating role of trust at the group level of analysis. Authentic leadership, group cohesion and group identification in security and emergency teams. Authentic leadership and eudaemonic well-being: A phenomenological study of practices, experiences, organizational effectiveness, and barriers. Team effectiveness and six essential servant leadership themes: A regression model based on items in the organizational leadership assessment. International Journal of Leadership Studies.

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