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WOMEN IN LEADERSHIP

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Abstract:

Female Leadership is not incompatible. The society calls for women to positions of leadership including civil, military and religious roles. As a leader she focuses on strengths and abilities of individual employees and leaves the employees and the organization stronger than before. A leader enables to build long term capabilities of the employees. A leader also understands what motivates the team to achieve the common goals and determines best approach to develop the individuals. Leadership competencies differentiate an average and superior performers. Nowadays, the industries started seeing leadership beyond gender. A handful of organizations are looking for women on high place. The industries are looking for a leader who can set careful direction, Take Lead, and Builds positive work place.

Women in management: A research review. Terborg, James R. Journal of Applied Psychology, Vol 62(6), Dec 1977, 647-664. <http://dx.doi.org/10.1037/0021-9010.62.6.647> Reviews the literature, giving attention to the entry of women into business and factors influencing the socialization of women once they have gained entry. The data suggest that women's self-perceptions and pressures by vocational counsellors serve to inhibit decisions for management careers. Stereotypes as valid explanations for hiring discrimination are questioned, and alternate explanations are offered. Role conflict as a barrier to women entering management is discussed. (3 p ref) (PsycINFO Database Record (c) 2012 APA, all rights reserved)

Introduction:

Leadership plays a very clear understands the organizations goals and strategy that sets direction for team to enable them to achieve organizations goal. As the critical core leaders will drive the team towards customer satisfaction and how much value can be added. Leaders know how to articulate how to align strategies and common goals. They establish shared vision and gain trust. Women leaders not only connect rationally but also emotionally that binds people to drive towards engagement, accountability, and sense of belonging. A leader persuades his/her team through

changes and influences to deliver results by setting clear goals. Leaders are knowledgeable to build engagement and understand the requirements of the team. They behave with humility and builds commitment.

It's not just about building and commitment but able to give constructive feedback and help in solving problems. A leader builds capability and creates a climate that supports continuous development and growth. A leader builds relationships and collaborates across divisions. Influences without authority to achieve the objectives.

Literature Review:

Gender differences in IT careers appear to be affecting the competitiveness of companies globally. It is posited that given the current labor shortage in the IT industry, it has become more important than ever to reduce sources of leakage in the IT career paths of women. A model of barriers faced by women in the field of information technology is presented. Three distinct career stages of career choices, persistence and advancement are analyzed. At each stage, the effects of social and structural factors which may act as barriers are identified and discussed. Social factors include social expectations, work–family conflict and informal networks, while the structural factors are occupational culture, lack of role models and mentors, demographic composition and institutional structures. A proposed research agenda is offered. It is suggested that these social and structural factors as well as their interactions will result in turnover of women in IT. *European Journal of Information Systems*(2002) 11, 20–34. DOI: 10.1057/palgrave/ejis/3000417

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Purpose to develop a testable model for girls' career choices in technology fields based on past research and hypotheses about the future of the information technology (IT) workforce. Design/methodology/approach - Review and assimilation of literature from education, psychology, sociology, computer science, IT, and business in a model that identifies factors that can potentially influence a girl's choice towards or against IT careers. The factors are categorized into social factors (family, peers, and media), structural factors (computer use, teacher/counsellor influence, same sex versus coeducational schools), and individual differences. The impact of culture on these various factors is also explored. Findings, The model indicates that parents, particularly fathers, are the key influencers of girls' choice of IT careers. Teachers and counsellors provide little or no career direction. Hypotheses propose that early access to computers may reduce intimidation with technology and that same-sex education may serve to reduce career bias against IT. Research limitations/implications. While the model is multidisciplinary, much of research from which it draws is five to eight years old. Patterns of career choices,

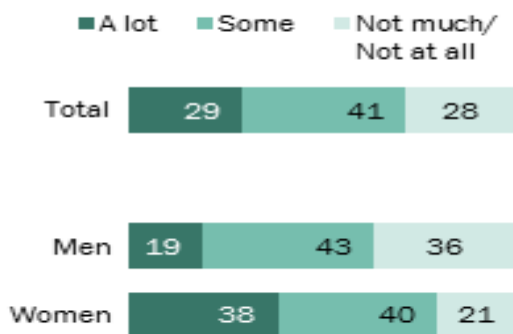
availability of technology, increased independence of women and girls, offshore/near shore outsourcings of IT jobs are just some of the factors that may be insufficiently addressed in this study. Practical implications. A "Recommendations" section provides some practical steps to increase the involvement of girls in IT-related careers and activities at an early age. The article identifies cultural research as a limitation and ways to address this. Originality/value. The paper is an assimilation of literature from diverse fields and provides a testable model for research on gender and IT.

Keywords: Careers; Communication technologies; Gender, Female leadership, Leadership Traits,

Women in leadership today

Women See Wide-ranging Benefits to Female Leadership

% saying more women in leadership would improve the quality of life for all women ...



Note: "No answer" not shown.

Source: Pew Research Center survey, Nov. 12-21, 2014 (N=1,835)

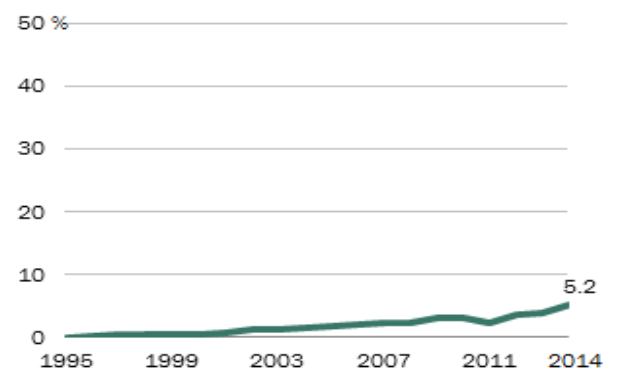
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have made significant gains in educational attainment in recent decades, better positioning themselves not only for career success but also for leadership positions.

Since the 1990s, women have outnumbered men in both college enrollment and college completion rates, reversing a trend that lasted through the 1960s and '70s. And women today are more likely than men to continue their education after college. Women have also made inroads into managerial positions and professional fields in recent decades. In 2013, over half of managerial and professional

High-potential women advance more slowly than their male peers, in terms of both career progression and pay, even though they employ career management strategies similar to men's. Organizations that neglect this critical talent-management issue risk lagging their competitors in attracting, developing, and retaining the best candidates to serve as the next generation of leaders. Progress has been slower on the corporate front. Only 26 women are now serving as CEOs of Fortune 500 companies—roughly 5%. In 1995 there were none. Women are slightly better represented in corporate boardrooms than they are at the CEO level. As of 2013, about one-in-six board members of Fortune 500 companies (17%) were women, up from 10% in 1995. The pipeline for female leaders seems to be widening. Women

Fortune 500 Female CEOs, 1995-2014



Note: Based on the percentage of women CEOs at the time of the annual published Fortune 500 list. For 2014, share is as of November.

Source: Catalyst (<http://www.catalyst.org/knowledge/women-ceos-fortune-1000>)

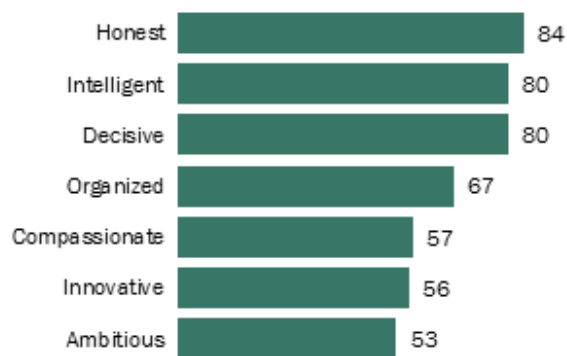
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occupations in the U.S. (52.2%) were held by women, up from 30.6% in 1968.3 Even so, women continue to lag far behind men in senior management positions. Even though the corporate world is still mainly a man’s world, women have made inroads in this area slowly over time. Just 20 years ago, there were no female CEOs of Fortune 500 companies. Fortune 500 Board Seats Held by Women, 1995-2013 Women are slightly better represented in the corporate boardrooms than they are at the CEO level. As of 2013, about one-in-six (16.9%) board members for Fortune 500 companies were women, up from 9.6% in 1995

Which Leadership traits matter the most?

Which Leadership Traits Matter Most?

% saying it is absolutely essential for a leader to be ...



Source: Pew Research Centersurvey, Nov. 12-21, 2014 (N=1,835)

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As per the Pew Research Center Survey, Nov12-21(N=1835) proves that irrespective of gender a leader should be honest 84%, Intelligent 80%, Decisive 80%, Organized 67%. However 57% says a leader should also be compassionate as well and innovative (56%) or ambitious (53%) are essential for leadership. Nearly equal shares of each say being honest, intelligent, organized and decisive are absolutely essential, although women place somewhat more importance on intelligence and honesty than do men. Women also have an advantage over men when it comes to honesty—one of the most crucial

leadership traits, according to the public. Some 29% of all adults associate honesty more with women than men.

Conclusion

The share of female CEOs of Fortune 500 companies topped 5% for the first time in 2014, with 26 women heading major firms. General Motors, headed by Mary Barra, is the largest U.S. company with a female chief executive. Barra is the first female leader of an automaker in the world. The late Katherine Graham, of The Washington Post Co., was the first female CEO to make the Fortune 500 list, in 1972. Twenty years ago, there were no female CEOs on the Fortune 500 list.

This report has been complied based on the pew research center’s data and analysis.

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