Women in Leadership
Quick Reference Card

Women in Leadership: Concept and Context

Leadership is the act of guiding a group of individuals towards achieving a common goal. Historically, leadership positions have been dominated by men.

However, **women are now breaking into leadership roles** across all sectors, showing that it's not just a man's world anymore.

Women in Leadership History

The Early Days
The roots of suffrage movement. Women first fought for the right to vote.

Post-War Era
The aftermath of World War II marked a significant shift in women started working in jobs mostly done by men before.

Late 20th Century
The late 20th century brought with it a wave of women started leading countries and big companies.

21st Century
The 21st century has brought an unprecedented increase in women leadership, across a variety of fields.

Essential Leadership Skills

Master these four essential skills to effectively handle the unique challenges that women often face in leadership roles.

EMOTIONAL INTELLIGENCE enables leaders to understand and manage emotions, both their own and those of others.

ASSERTIVE COMMUNICATION: For women leaders, this ensures that their ideas and concerns are heard, fostering an inclusive work environment.

RESILIENCE equips leaders to bounce back from setbacks and adapt to change, making it particularly important for women in leadership roles.

CONFLICT RESOLUTION: Conflicts are inevitable in any workplace. The ability to resolve them amicably enhances collaboration and overall team dynamics.

Gender Bias in Leadership

Gender Bias in leadership roles is an unseen roadblock that stands in the way of countless women from succeeding in their jobs.

Types of Gender Bias:

1. **Stereotyping:** Expecting women to be nurturing or collaborative.
2. **Second-generation bias:** Subtle barriers like male-centric company culture.
3. **Performance bias:** Understanding women's achievement, amplifying mistakes.
4. **Maternal bias:** Discrimination against working mothers.

Empowering Leadership Styles

Empowering leadership styles aims to boost team performance through positivity and inclusion.

Transformational Leadership promotes engagement, and superior performance. This inspires team members to:

- Excess personal goals, and
- Contribute to the broader company objectives.

Coaching Leadership is a dynamic style focused on individual development. Leaders take on the role of:

- Fostering growth,
- Encouraging open dialogue, and
- Acting as a mentor or coach

Participative Leadership, also known as democratic leadership, promotes:

- Active involvement of team members,
- Foster collaboration, and
- Valuing diverse perspective.

Power and Politics in Leadership

Understanding these elements can help women and minorities in key professional areas.

BREAKING THE "GLASS CEILING"

This invisible barrier prevents women and minority leaders from advancing. To break through, you can:

- ✓ Recognize and challenges biases
- ✓ Highlight your achievement
- ✓ Fight for fair pay and positions

POWER OF NETWORKING

By connecting with influential allies, women can:

- ✓ Open doors to new opportunities
- ✓ Broaden their network
- ✓ Gather support from others

CHAMPION GENDER EQUALITY

By using your influence to advocate for gender equality, you can:

- ✓ Drive policy change
- ✓ Form coalitions supporting gender quality
- ✓ Ensure equal treatment for everyone.

Personal Branding for Women Leaders

DID YOU KNOW?

82% believe women would do better as leaders with a personal brand plan. But, over half **(55%)** don't have one.

In women's leadership, strengthening your personal brand can differentiate yourself and excel as a woman leader, both authentically and effectively.

This includes three main areas:

Embrace Authentic Leadership: When you lead authentically, you:

- Foster trust and respect
- Enhance team performance

Executive Presence is the ability to:

- Project confidence
- Grace under pressure, and
- The power to inspire respect

Lifelong Learning focuses to the continues, self-motivated pursuit of knowledge for both personal and professional reasons. This can:

- Advance career growth
- Help you adapt to new roles and industries, and
- Sustain workplace competitiveness

Find and Be a Mentor

What is a Mentor?

A **mentor** offers guidance, shares wisdom and experiences, and helps you navigate through various challenges.

How can you Find the Right Mentor?

- ✓ Identify potential mentors
- ✓ Define your learning goals
- ✓ Establish a relationship

How can you be a Mentor to others?

- ✓ Enhance your communication and leadership
- ✓ Learn from your mentees
- ✓ Contribute to other's growth

Develop a Personal Action Plan

This plan is your roadmap, outlining what you aim to achieve and ensuring your ongoing improvement.

Here are a few steps to get you started:

- **Reflect**: Use a SWOT to see your strengths and growth areas.
- **Set Goals**: Choose clear, doable goals from your SWOT.
- **Plan:** Outline steps and their timing.
- **Resources**: Identify helpful tools or mentors.
- **Review**: Update your plan as you go.

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