Developing women leaders within organisations: why it makes business sense

Siwadi, Patience

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Abstract:

In marrying two contemporary issues, leadership and women leaders, it is apparent that women are introducing new leadership styles to organizational settings evident in the way in which organizations have for 20 years or so, sought to encourage men to behave like women. Notions of contemporary leadership, extol the virtues of sensitivity, good communication, emotional management, a sense of community by en large feminine characteristics (Covey, 1992, 1998; Bennis and Nanus, 1997). In other words, male leaders are thought to lack characteristics which would improve their leadership performance. This concept paper argues that by not developing women leaders, organizations are selling themselves short instead of tapping into the feminist attributes that seem more suited to today’s organizations. The paper indicates the qualities of women leaders which are currently forgone the world over, where women leaders are hardly 25% of the working women. The paper utilized desk research as well as personal experiences to develop and augment this argument.

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Women have begun to make their claims for leadership but too often face a workplace culture that makes the challenges they face severe. Male leaders may not be aware or even recognize these obstacles. They minimize the obstacles or find it hard to understand why women find these obstacles so upsetting, making it more difficult for women to address them. Any organization that seeks to benefit from the great contribution of women's energy and capabilities must respond to and facilitate women's determination to succeed. Getty Images. As men and women grow and continue their education, they have equal ambitions to pursue a successful professional career, with roughly equal levels of achievement — though some studies suggest that women do slightly better.