

## Breaking the Glass Ceiling by Deepak Bharara

LEVERAGING PEOPLE FOR TOMORROW...

# Break the Glass Ceiling ....



# Break through the Glass Ceiling....

Glass Ceiling is a metaphor used to represent an invisible barrier that keeps a given demographic from rising beyond a certain level in a hierarchy.

The metaphor was first coined by feminists in reference to barrier in the careers of high achieving women

# Definition....



Glass Ceiling - an unacknowledged - and ultimately illegal - discriminatory barrier that prevents advancement especially for women & people of color, caste & creed, (minorities) regardless of their qualification or achievements, from rising to position of power or responsibility within an organization

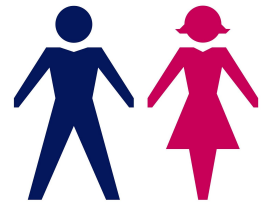
# What has construed the Glass Ceiling

The terms Glass Ceiling is most often applied in the business situation in which women feels that men are very much involved in the usage of power & women find it difficult to or rather impossible to reach to that level or break the Glass Ceiling

# What has construed the Glass Ceiling

1. The Differential Socialization patterns of men & women - and no academic factors such as marriage & family
2. Negative Academic Advising - between the male advisors & their female graduate students
3. Career Choice – the chauvinistic, orthodox & taken for granted male model of academics that discourage women from full participation

# Differential Socialization patters



## 1. Women

- At a young age, women are encouraged to seek help
- Pressures of Society, family & children

## 2. Men

- Encouraged to be self reliant & function autonomously
- No pressures



# Academic Advising

There are two types of men in academics with respect to women:

Those who are aware of deleterious effect of the male model on women & who attempt to avert its worst consequences for their female advisors

Those who follow the male model; with negative consequences for women



# Reasons why feminists think Glass Ceiling exist

- Male dominated management, which made all the decision for the company
- Lack of proper anti discrimination law & government action on discrimination
- Men attitude towards problem faced by women
- Preference of men over women of same educational qualification & caliber
- Sexual harassment was seen as another major hindrance in women career

# Reasons why feminists think Glass Ceiling exist

- Women left their jobs midway due to personal concerns such as Marriage & raising children
- In order to get into top management it requires commitment, dedication & determination which was lacking
- Less paid compare to male colleague because they prefer to work for lessor time/hour & join low risk jobs



# Reasons why feminists think Glass Ceiling exist – 5M

5M which has influence on women career growth...

- Marriage
- Maternity
- Motherhood
- Mid life/Menopause
- Mother in Law

As per studies conducted, the women career goes well till the age 30 years...

# Asian Perspective & examples

- Women are better seen as a home maker
- Organization's in Asian countries did not seem to favour women
- It is considered as a matter of policy for not hiring women
- Orthodox family run businesses have challenges in hiring women at key positions
- Some Companies follow 'No women' rule
- In some Companies women are hired but only for support activities / roles such as front office, admin, etc and not for Business roles
- Whereas some companies hire only women because of their inherent inter-personal skills

# Why dismantle the glass ceiling

- Women have same potential and skills to compete with their male counterparts
- The education level of women, these days, is no less than man and in some cases better than men
- Many examples of women being successful entrepreneurs and independently running their businesses
- Certain inherent qualities of women such as care and concern supports in handling difficult situations with ease
- Women in the Board bring in diverse perspective in decision making

# Women Managers are always praised for

- Soft Skills
- Caring
- Understanding
- Good team work
- Effective communication skills
- Patience
- Style of management
- Unique skills



# Strategies to break through the GC

- Diversify occupation for women & men
- Foster greater sharing of family responsibilities
- Objective & unbiased recruitment & promotion procedures
- Gender Sensitive human resource policies
- Cultivate and nurture women's entrepreneurial talents

# My Perception

- No Glass ceiling in the Corporate World
- Many incidents where women perform better than their colleagues
- All about passion, perseverance & determination for the work
- Many have done it, many are still doing it but in many these things are missing & they call it

## THE GLASS CEILING

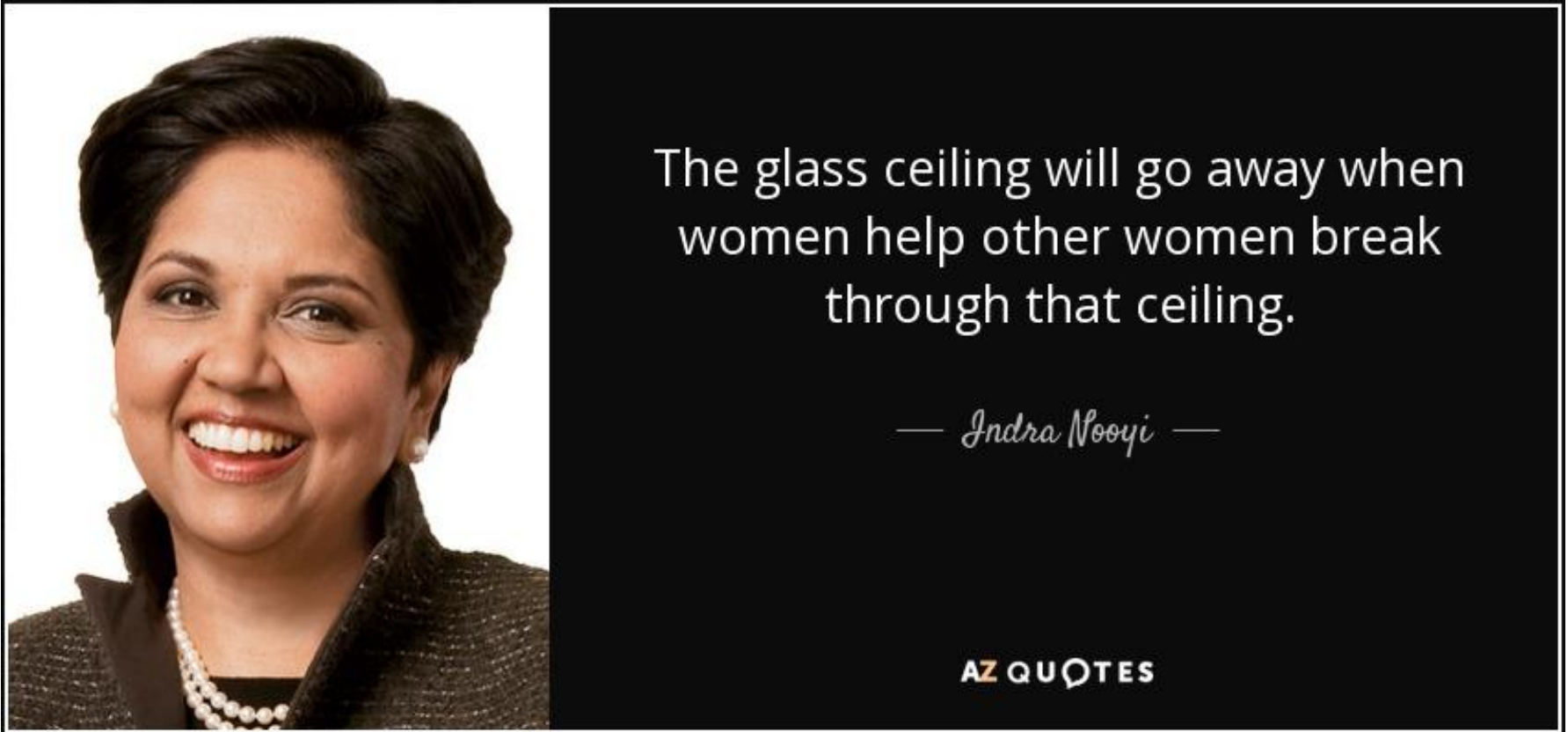
Some great exceptions are listed next ....



# Some Important References:

- Indra Nooyi
- Priyanka Chopra
- Indira Gandhi
- Shiela Dixit
- Kiran Bedi
- Chanda Kochhar
- Kiran Mazumdar
- Vinita Bali
- Shobhana Bhartia
- Preetha Reddy
- Vandana Luthra
- Pratibha Patil
- Roshni Nadar
- Nita Ambani
- Naina Lal Kidwai
- Ekta Kapoor
- Suchi Mukherjee
- Richa Kar
- Aditi Gupta
- Arundhati Bhattacharya
- Archana Hingorani
- Archana Bhargawa

# Important Quotes:



# Important Quotes:



Women – love each other, support each other, defend each other. It comes at a greater cost to you to attack the women around you than it does to empower them.

— Caitlin Stasey —

AZ QUOTES

# Shattering the Glass Ceiling

## Ingredients to shatter this ceiling

- Being able to defend one's self
- Ambition
- Determination
- Energy
- Self Confidence
- Acceptance of criticism
- Be part of efficient organization
- Knowing how to gain support of influential persons
- Knowing how to create & use networks



# Amongst other things:

- Believe in yourself
- Create balance in your life
- Have mentors/be a mentor
- Take stretch opportunities
- Ask for it
- Get training
- Find your passion
- Embrace diversity
- Create your own style & develop brand
- Network, network & network join groups



# 12 - PC rules/tools to achieve success

1. Whom am I really – understand self
2. Fly with your dreams – give them wings - Set the higher standards
3. Be ready to change – work hard – drive your ambitions – explore opportunities
4. Be Greedy – Have the cake & eat it too – grab everything's comes to your plate – don't live on some one else benchmark
5. Be fearless – don't get dictated
6. Don't be afraid with your failure - important is what you do after failure – role yourself in it to absorb & move out to rise – dust off your self – analyze & learn from failure

# 12 - PC rules/tools to achieve success

- 7 Don't settle for less or compromise
- 8 Take risk to evolve – It is worth it but must be backed by your 100% - be bold & take risk
- 9 Surround yourself with the right people. Don't try to please everyone – you cant do it... they don't matter at all
- 10 Don't take things seriously, have fun – enjoy life - calm down
- 11 Recognize the fact that some one is less fortunate than you – give back
- 12 Always remember where you have came from .. Enjoy every moment of life - follow your roots



# Towards the end







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