

WOMEN IN LEADERSHIP ROLE

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LEVERAGING PEOPLE FOR TOMORROW...

WOMEN IN LEADERSHIP



HYPOTHESIS

“The demands placed on Leadership in today’s world means that women are more suited to those roles”

“Women Leaders fight harder against the status quo, more focussed & determined”

LEADERSHIP

Leadership is diverse process which has different significance for different individuals

Some of Characters of a leader is:

- Interpersonal Skills
- Communication Skills
- Values
- Organization Consiousness
- Confidence – Measured approach under pressure
- Creativity Skills - Innovate
- Achieving Results – Motivating others

WOMEN WORK PLACE - FACTS

- Women earn less than men counterpart
- Women have a higher level of education than men counterpart
- Women participate almost equally in the workforce as men
- Women owned business are thriving
- Very few women are at the top Fortune 500 Companies

WOMEN IN LEADERSHIP ROLE GLOBALY

Some Facts from GRANT THORNTON REPORT -
2012

2004 - 19%

2007 - 24%

2009 - 24%

2011 – 20%

2012 – 21%

Women in CEO/Board Position Role 9%

WOMEN IN LEADERSHIP



Source: Grant Thornton international business report 2012

WOMEN UNIQUE LEADERSHIP

- Women leadership are more Persuasive
- Women leaders demonstrate an inclusive, team building leadership style when it comes to problem solving & decision making.
- Women leaders are more likely to ignore rules and take risks
- When feeling the sting of rejection, women leaders learn from adversity and carry on with an “I will show you” attitude

WOMEN & LEADERSHIP

Women bring diversity of thoughts, experiences and behavior's which are critical component of business success. Women in board brings competitive advantage.

To be able to see women in leadership & senior management roles the companies needs to

1. Recruit more female staff
2. Develop their leadership skills
3. Retain them
4. Ensure of having the right support
5. Provide them the opportunity to apply for senior positions

WOMEN AS MANAGERS



WOMEN AS MANAGERS

“Art of Management is a gift to women by nature. Women are born to take responsibilities and perform them flawlessly. They can easily manage everything without a crease on their forehead”

The are good multi-tasker, they can handle multiple things at one point of time

WHY WOMEN MAKE BETTER BOSSES



WHY WOMEN MAKE BETTER BOSSES

WOMEN MAKE BETTER BOSSES:

- By leading in a more democratic way
 - By allowing staff participation in decision making
1. Having women in leadership roles increases the communication between management & employee
 2. The consultation of individual employee feedback leads to more efficient organization structures

ENABLERS FOR WOMEN IN LEADERSHIP

- HR Policies to be Family friendly
- Positive Work Culture
- Recognize Performance Equality
- Democratic Women Employee Development
- Provide Women with Mentors
- Internationalize Women experiences
- Formalize Succession Planning
- Equalize & Enhance Transition Support
- Legislation to protect Women Employees Rights

PERSONAL ATTRIBUTES FOR WOMEN LEADERS

- Courage
- Passion
- Authenticity
- Ambition
- Consciousness
- Self Insight



CAPABILITIES FOR WOMEN LEADERS

- Cultivating Relationship
- Drive for Results
- Building Organization Talent
- Personal Growth Orientation
- Business Savvy



WOMENS WHO CHANGED THE WORLD

Some of the most
powerful women
leaders of today
& in the history



QUEEN ELIZABETH II
Queen of the British
Commonwealth for 56
years



SAINT TERESA
(Aug 1910 – Sept 1997)



INDIRA GANDHI
INDIA PRIME MINISTER
FROM 1966-1977 and
1980-1984



OPRAH WINFREY
AMERICAN MEDIA
PROPRIETOR, ACTRESS,
PRODUCERS & SHOW HOST



MARGRET THATCHER
BRITAIN'S FIRST PRIME
MINISTER IN 1979, SERVING
TILL 1990



BENAZIR BHUTTO
EX - PRIME MINISTER OF
PAKISTAN - PPP



ANGELA MERKEL
THE CHANCELLOR OF
GERMANY FOBES' CURRENT



ELLEN JOHNSON – SIRLEAF
AFRICA FIRST ELECTED
FEMALE HEAD OF STATE



SONIA GANDHI
PRESIDENT INDIAN
NATIONAL CONGRESS SINCE
1998



SUSHMA SWARAJ
MINISTER OF EXTERNAL
AFFAIRS – INDIA SINCE May,
2014



Lt. Ms. JAYALALITHAA
FORMER CHIEF MINISTER OF
TAMIL NADU (SERVED 5
TERMS AS CHIEF MINISTER
1991-2016



INDRA NOOYI
Chairman/CEO - PEPSICO



KIRAN MAZUMDAR SHAW
Chairman - BIOCON



CHANDA KOCHHAR
Chairman/CEO - ICICI



ARUNDHATI BHATTACHARYA
CHAIRMAN STATE BANK OF
INDIA



USHA ANATHA
SUBRAMANIAN
CHAIRMAN – PUNJAB
NATIOANL BANK



SHIKHA SHARMA
CEO AXIS BANK



GOLDA MEIR
Former PM of ISRAEL



BARRIERS TO WOMEN LEADERSHIP

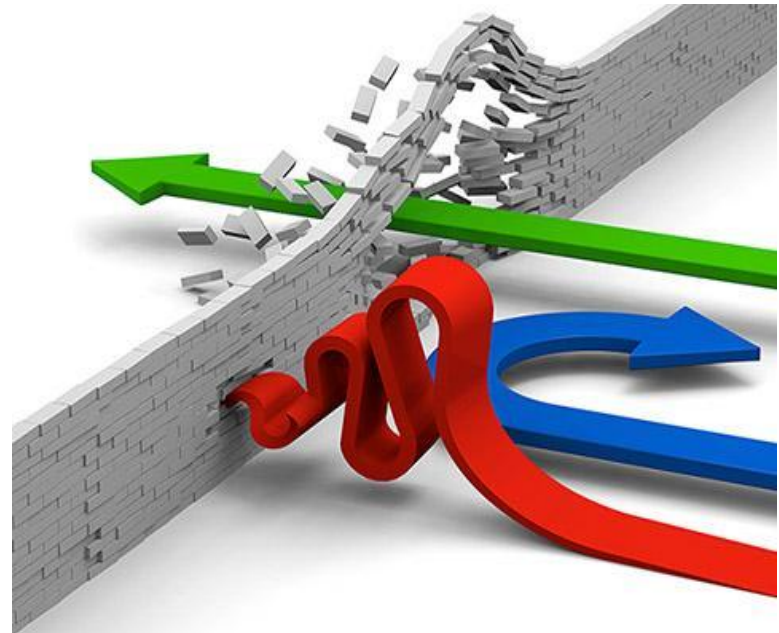


BARRIERS FOR WOMEN IN LEADERSHIP

- Gender Bias – Personal Beliefs on Gender
- Career Path – Graph /Organization Structures
- The Glass Ceiling – unseen, yet unbreachable barrier
- Current Gender Division of EU Companies Board
 1. Men 86.3 (Board Members) 96.8 (Board Room Chairs)
 2. Women 13.7 (Board Members) 3.2 (Board Room Chairs)
 3. In the UK 16% of the board members are women
- External Pressure of caring responsibilities of children's & parents/ work life balance pressures
- Lower Expectation than men – lack of buy in
- Too much energy & burn out scare women in leadership role
- Lack of networking opportunities – male dominated

OBSTACLES TO WOMEN CAREER

- Corporate Culture
- Other Priorities
- Flexibility in HR policy
- Lack of Career Opportunity
- Lack of support from Bosses
- Family Responsibilities
- Lack of Self Confidence
- Lack of Dedication
- Lack of Professional Competencies
- Social Pressures



Plan Big Vs Plan Small (Eagle Vs Chicken)

Eagle = Dream/Act big

- Vision
- Look at the large picture
- See the forest for the tree
- Strategic
- See the results not just the obstacles
- Use other to help achieve goals
- Dare to soar like an eagle

Plan Big Vs Plan Small (Eagle Vs Chicken)

- Eagle: Risk/Benefits
- Achieve Great Change
- Harder to do & accomplish
- Visible
 - High potential to achievement
 - High potential to failure

Plan Big Vs Plan Small (Eagle Vs Chicken)

- Chicken: Risk/Benefits
- Safer
- Comfortable
- Less Visible
- Less Change
- Less Responsibility
- Easier to understand
- Smaller sphere of influence

Delegate Vs Never Delegate

- Delegation is a key principle of leadership
- Women don't delegate because...
 1. Do not use or recognize their authority
 2. Keep control/Fear of letting go
 3. Easier to do it themselves

Care for self Vs Care for others

Women are high risk for martyr model

- Often caregivers for
 1. Children's
 2. Elderly parents
 3. Sick/Disabled friends/Relatives
- Women report stress does not come from work
- but lack of support at home
- Sharing of household responsibility on average correlate to women income
- Possible ambivalence about working outside home

FUTURE OF WOMEN IN LEADERSHIP



FUTURE OF WOMEN IN LEADERSHIP

- Retain & Promote the Best talent irrespective of gender
- Fast track the Development of women through the ranks, focus on their experience & skills
- Engage higher number of Women in Finance/Operations/Procurement/Information Technology instead of Human Resource & Marketing Function
- More & more Women in retail or nursing leadership roles
- Introduce Initiatives & legislations to promote Women Employment

It is simply matching of talent?

WHERE TO FROM HERE

- What are we doing as a women, to uplift other women, to empower them, to prepare them for leadership postions?
- What are we teaching our young girls?
- What are we doing in our communities?
- What are we doing in our work environments?
- Whare we doing to protect our girl children?
- How are we prepearing them to be LEADERS of tomorrow?

WHAT WOMEN CAN DO

- Make career intention known
- Consider Multi National Assignment
- Counteract Behaviour Stereotypes
- Don't wait for opportunities – create them
- Stay Positive



TOP TIPS FOR WOMEN LEADERS

- Fail Often, fail well
- Find someone who believes in you even more than you believe in yourself
- Show your value, stand out
- Hunt the next opportunity down, don't wait for the tap
- Take a portfolio approach to life

IN SUMMARY

1. Great leadership begins with being a whole human being having ability to think analytically, strategically, creatively and also self awareness, empathy and Humility
2. Women in Leadership needs to smash the Glass Ceiling
3. Attitude towards women is changing but lot of work yet to be done by the organizations and the society as a whole





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