

OVERCOMING LEADERSHIP CHALLENGES FOR WOMEN

STRATEGIES FOR SUCCESS

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AGENDA

- ❖ INTRODUCTION
- ❖ DO WOMEN MAKE BETTER LEADERS?
- ❖ LEADERSHIP THEORY
- ❖ THE FACTS
- ❖ CHALLENGES
- ❖ SECRETS TO SUCCESS
- ❖ CASE STUDY DISCUSSION
- ❖ QUESTIONS



MY EXPERIENCE

- ▶ BANKING- 26 YEARS
- ▶ ENTREPRENEURSHIP-25 YEARS
- ▶ STATE OF OHIO- 6 YEARS
- ▶ SINGLE MOM- 2 CHILDREN
- ▶ EDUCATION-BA, MBA, DBA

“ Experience
is the
teacher
of all
things. ”
Julius Caesar

Small Business Success Stories



DO WOMEN MAKE BETTER LEADERS?

- ▶ <http://video.foxbusiness.com/v/2205266904001/do-women-make-better-leaders-in-the-workplace/?#sp=show-clips>

LEADERSHIP THEORIES

Cook, A., & Glass, C. (2014). Women and top leadership positions: Towards an institutional analysis.

The Savior Effect- Women are given less time to prove their leadership capability, get fired, and men replace them.
Token. Microscope.

Glass Cliff- Occupational minorities (women, ethnic minorities) are more likely to achieve leadership positions in fortune 500 corporations that are unstable and candidates for failure.

Decision-maker diversity- when decision makers reflect gender diversity, less gender discrimination occurs. Good old boy club weakened.



THE FACTS

- ▶ Women make up a majority of the U.S. population. Women are 50.8 percent of the U.S. population (Retrieved from They are only 14.6 percent of executive officers, 8.1 percent of top earners, and 4.6 percent of Fortune 500 CEOs.
- ▶ They hold just 16.9 percent of Fortune 500 board seats.
- ▶ In the financial services industry, they make up 54.2 percent of the labor force, but are only 12.4 percent of executive officers, and 18.3 percent of board directors. None are CEOs.
- ▶ They account for 78.4 percent of the labor force in health care and social assistance but only 14.6 percent of executive officers and 12.4 percent of board directors. None, again, are CEOs.
- ▶ In the legal field, they are 45.4 percent of associates—but only 25 percent of nonequity partners and 15 percent of equity partners.
- ▶ In medicine, they comprise 34.3 percent of all physicians and surgeons but only 15.9 percent of medical school deans.
- ▶ In information technology, they hold only 9 percent of management positions and account for only 14 percent of senior management positions at Silicon Valley startups.

(Center for American Progress, 2014)

THE FACTS

- ▶ Women are under-presented in leadership positions and seldom make it to the “O” spot (Cook & Glass, 2013).
- ▶ Male executives out-earn female executives by 32.8%, from a salary study by information company PayScale. In fact, women earn less than men for performing the same job in every single industry (Tulshyan , 2015).
- ▶ As they continue in the workforce, men benefit from increasing salaries right up to the age range of 50 and 55, earning a median salary of \$75,000. Women plateau considerably earlier, between the ages of 35 and 40, with a \$49,000 median take-home pay (Tylshyan, 2015).
- ▶ Women and men lead differently; women are more engaged, have more empathy, and collaborate more than men (O’Reilly, 2015).

THE FACTS

- ▶ Women of color occupy only 11.9 percent of managerial and professional positions. And of those women, 5.3 percent are African American, 2.7 percent are Asian American, and 3.9 percent are Latina.
- ▶ Women of color hold only 3.2 percent of the board seats of Fortune 500 companies.
- ▶ More than two-thirds of Fortune 500 companies have no women of color as board directors at all.
- ▶ It's now estimated that, at the current rate of change, it will take until 2085 for women to reach parity with men in leadership roles in our country.

(Center for American Progress, 2014)

CHALLENGES



- ▶ ACCESS TO OPPORTUNITY/
GOOD OLD BOYS CLUB
- ▶ LIFESTYLE CONFLICTS
- ▶ MANAGEMENT STYLE
- ▶ ETHICS
- ▶ MANAGING EXPECTATIONS/STEREOTYPES

SECRETS TO SUCCESS

<https://www.youtube.com/watch?v=PI7WCtC8RLg>

CASE STUDIES-what do you do?

- ▶ As a new manager, you are discussing your plans with your male supervisor. A male manager walks into your supervisor's office, interrupts, and your manager immediately begins a new conversation with him that lasts 30 minutes. What do you do?
- ▶ As a new mother and the only female in your group, your team decides to have update meetings at 7:00am every Monday. Your boss says you can come in late because they know you are struggling. What do you do?
- ▶ At the copier, you find the weekly payroll schedule and find that your male peer is making \$20,000 more than you, with less education and experience. What do you do?

QUESTIONS?

