

Moving Up! Women and Leadership

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Moving Up Women And Leadership

Elesha L. Ruminski, Annette Holba



Moving Up Women And Leadership:

Women, Business and Leadership Alexander-Stamatios Antoniou, Cary Cooper, Caroline Gatrell, 2019 This timely and comprehensive book analyses the role of women in leadership from both managerial and socio emotional perspectives The authors review the issues that affect real women in business and evaluate what can be done to support and develop women managers Chapters explore topics such as the stereotyping of leading women gender equality and discrimination the glass ceiling and barriers to promotion the work home conflict the gender pay gap and job insecurity female authority and career development

Voices from Women Leaders on Success in Higher Education Barbara Cozza, Ceceilia Parnther, 2022-02-24 This book assists aspiring and current women leaders on how to advance into higher education leadership roles Drawn from research and the lived experiences of women and non binary people in higher education leadership this book serves as a guide in understanding the gender disparity in higher education leadership and how women leaders forge pathways to promotion and success through systemic barriers obstacles and a lack of representation A critical review of traditional leadership theory offers an opportunity to reimagine how effective leadership is framed and valued in higher education Chapter authors and case studies explore the intersections of multiple identities and their impacts on leadership through lenses including institutional type functional areas ability gender identity sexuality race and ethnicity Focusing on a bridge from theory to practice that is designed to empower and inspire women leaders at all levels of the spectrum this book is ideal reading for higher education scholars students and faculty aspiring to become leaders

Black Women's Formal and Informal Ways of Leadership: Actualizing the Vision of a More Equitable Workplace Bowser, Audrey D., Davis, Kimberley M., Johnson-Leslie, Natalie A., 2023-08-29 Black women s marginalized experience has often superseded their impact at their respective workplaces Usually Black women s ways of knowing and leadership are composed of practices that do not fit perfectly in our heterogenous ideal of leadership It is crucial to share Black women s ways of knowing and understand how Black women navigate their roles Black Women s Formal and Informal Ways of Leadership discusses how Black women s pedagogies shape their navigation through life through formal and informal leadership roles It empowers the various voices of Black women and challenges the idea of who we look at as leaders Covering topics such as perception bias emotional intelligence and Black women stereotypes this premier reference source is a dynamic resource for business leaders and managers entrepreneurs human resource managers librarians faculty and administrators of education students of higher education government officials researchers and academicians

Handbook of Research on Gender and Leadership Susan R. Madsen, 2024-01-18 Although some progress has been made in recent decades in getting women into top positions in government business and education there are persisting challenges with efforts to improve opportunities for women in leadership This essential second edition of the Handbook of Research on Gender and Leadership comprises the latest research from the world s foremost scholars on women and leadership exposing problems and offering both theoretical

and practical solutions on strengthening the impact of women worldwide Women in Leadership Karin Klenke, 2017-12-13

The 2nd edition of this book originally published in 2011 captures many significant recent developments and achievements in women's leadership. Women in virtually every context discussed in the book: politics, sports, business, technology, religion, military, and international, have made dramatic gains in attaining leadership roles and positions. *Developing Women Leaders in the Academy through Enhanced Communication Strategies* Jayne Cubbage, 2020-01-21

Developing Women Leaders in the Academy through Enhanced Communication Strategies explores the experiences, strategies, and triumphs of women who have attained leadership roles within the academy, as well as the shortfalls, disappointments, and battle scars many women leaders have experienced in their quest to lead. Clear, direction-focused strategies and enhanced communication are necessary to increase the ever-growing number of women in leadership positions in the academy. Contributions to this book discuss the ways in which these concepts have been employed to transcend the academic ceiling by creating mentoring networks for women, training programs, and other ladders of ascension, encouraging future leaders to be more assertive, self-assured, and strategic within the academic terrain. Scholars of communication, education, and women's studies will find this volume particularly useful. **Indian Women in Leadership** Rajashi Ghosh, Gary N. McLean, 2018-10-10

This book provides intriguing insights into the development of highly qualified women leaders in diverse Indian contexts and their role at national and organizational levels. While India has made enormous economic strides in the past few decades, gender inequality and underutilization of female talent remain deeply rooted and widely spread in many parts of Indian society. This book addresses an urgent need to stop treating Indian women as underdeveloped human capital and begin realizing their potential as leaders of quality work. This book will fill the gap of research on international leadership for students, academics, and multinational organizations. *Communicative Understandings of Women's Leadership Development* Elesha L. Ruminski, Annette Holba, 2012-01-01

Communicative Understandings of Women's Leadership Development: From Ceilings of Glass to Labyrinth Paths, edited by Elesha L. Ruminski and Annette M. Holba, intertwines the disciplines of communication studies, leadership studies, and women's studies to offer theoretical and practical reflection about women's leadership development in academic, organizational, and political contexts. Women's leadership development exists at the intersection of consciousness-raising, communication competence, and education to increase one's knowledge and practice of leadership, which makes the weaving together of these three disciplines important. Thus, *Communicative Understandings of Women's Leadership Development* claims a space for women's leadership studies and acknowledges the paradigmatic shift from discussing women's leadership using the glass ceiling phenomenon to what Eagly and Carli (2007) identify as the labyrinth of leadership. Recognizing this metaphoric shift is crucial because many women now develop leadership amid the postmodern flux of organizational change: hierarchical, top-down systems are being eroded in lieu of transformational, collaborative, even improvisational leadership processes. Women's leadership studies is emerging as a fruitful interdisciplinary area that

reframes the debate about whether we live work and learn within a third wave feminist or post feminist context While this area might include feminist theorizing it also might not emphasize such epistemologies For this reason Ruminski and Holba s edited collection explores and highlights a variety of feminist and non feminist intersections and is thus an important and timely contribution to both marking where we are with women s leadership development in higher education and how women can further develop themselves as leaders

Gendering and Diversifying Trade Union Leadership Sue Ledwith,Lise Lotte Hansen,2013 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism

The New Advantage Howard J. Morgan,Joelle K. Jay,2016-03-28 Offering both a male and female perspective on the dilemmas women face in business this book provides the benefits of high level executive coaching to all women who want to take control of their careers and achieve their aspirations for corporate leadership Despite efforts to increase diversity within Fortune 500 companies and larger numbers of highly motivated and educated women in the workforce women remain vastly under represented at the highest levels of corporate leadership Only about 15 percent of women hold senior executive positions and about 17 percent are represented on corporate boards worldwide only 3 4 percent of CEOs are women These statistics are in spite of the fact that many companies are actively seeking to take advantage of the financial boost that gender balance at the corporate level brings Companies that have women in leadership roles are showing higher performance in various measures of profitability such as revenues assets and stockholder value How can qualified women leaders overcome the myriad longstanding hurdles of the corporate environment and reach the top Coauthored by executive coaches to some of corporate America s most notable leaders this practical research and experience based guide identifies the various barriers that block women from reaching positions of corporate leadership and offers readers specific strategies and approaches that they can utilize to advance themselves into the positions they want and apply their talents and abilities at the very top The chapters address very specific challenges for women in the business world such as strengthening and leveraging their closest connections including those with their mentors and their sponsors understanding how performance means more than doing their jobs well garnering positive attention and recognition for their efforts and results and getting honest practical feedback that will serve to advance their careers

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