

ELEMENTS OF WOMEN LEADERSHIP IN CURRENT SCENARIO

An Application of Concept of Leadership

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Organisation

- A systematic arrangement of people brought together to accomplish some specific purpose.

Organisational members can be divided into two categories

I – Operatives & II – Managers

- **Operatives** – People who work directly on a job or task and have no responsibilities for overseeing the work of others.
- **Manager** – Individual in an organisation who directs the activities of others.
- You – Manager or Operator or

Women in Leadership - Introduction

- A leader is a person who influences and encourages a group of people to work towards the realization of goals.
- The hallmark of leadership is the capacity to influence others towards accomplishing goals and towards betterment.

Leadership is Not Gender Specific

- It is a set of leadership qualities inherent or cultivated in person or persons who develop themselves into great leaders with mass following. Leaders can be either men or women.
- However there exists certain differences in the basic traits and qualities possessed by men and women leaders.
- Men and women mostly show distinctly different styles of leadership.

Women in Leadership — Importance

- Women create a perspective that brings to competition and collaboration to organizations and teams.
- In today's world, organizations that are led by women inclusive leadership teams make effective decisions that deliver better result.
- In the twenty-first century, the essential qualities required to lead include the ability to


collaborate,
connect,
empathize and
communicate.

All these qualities are feminine in nature and can help build a more sustainable future.

- Women leaders are likely to provide an integrated view of work and family, resulting in an engaged and promising personal and professional future.

Characteristics of Women Leadership

- Leadership Style of Women leaders are:-
 1. More transformational.
 2. Functioning as a role model for their subordinates.
 3. Caring a lot about their team personal development.
 4. Emphasize teamwork
 5. Not meant only for accomplishing organizational goals but for transforming their followers into better people.

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6. Women leaders are invariably focused on completion of tasks assigned within deadlines.
 7. Prefer to Work in Collegial Atmosphere interpedently.
 8. Women leaders always promote cooperation and collaboration amongst the team members.
 9. Women often times indirectly communicate their expectations of a given task and allow more space in accomplishing a goal.
 10. Unlike their male counterparts, women leaders often appear to be modest or silent about their own accomplishments.
- *However, it is necessary that women leaders learn how to brand themselves by sharing their achievements for recognition the leadership qualities of a women leader*

The Seven Qualities for Leadership

1. Enthusiasm
2. Integrity
3. Toughness
4. Fairness
5. Warmth
6. Humility
7. Confidence

Leadership Skills for Women

1. Cultural flexibility
2. Communication skills
3. HRD Skills
4. Creativity
5. Self-management of learning

Leadership Roles

- Team leadership
- Self leadership
- Mentor leadership

Team Leadership (Effective)

1. Liasioning
2. Trouble shooter
3. Conflict Managers
4. Coaches

Self-Leadership (Create)

1. Model self-leadership
2. Encourage employees to create self- set goals
3. Encourage the use of self-rewards to strengthen and increase desirable behaviour
4. Create the climate of self-leadership
5. Encourage self-criticism

Mentoring

- Coaching
- Counseling
- Sponsorship

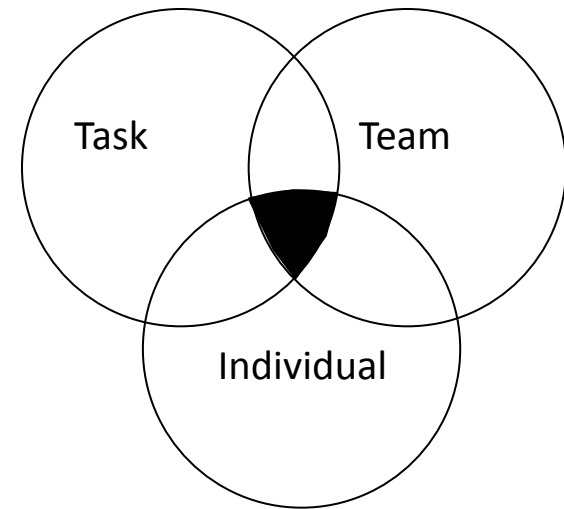
Functions of Leadership

There are three elements

1. The leader
2. The situation
3. The group

Functions and Needs

1. Task need
2. Group maintenance need
3. Individual need



Situational Leadership

- A leader is concerned with the task to be performed and with building relations with his or her people.

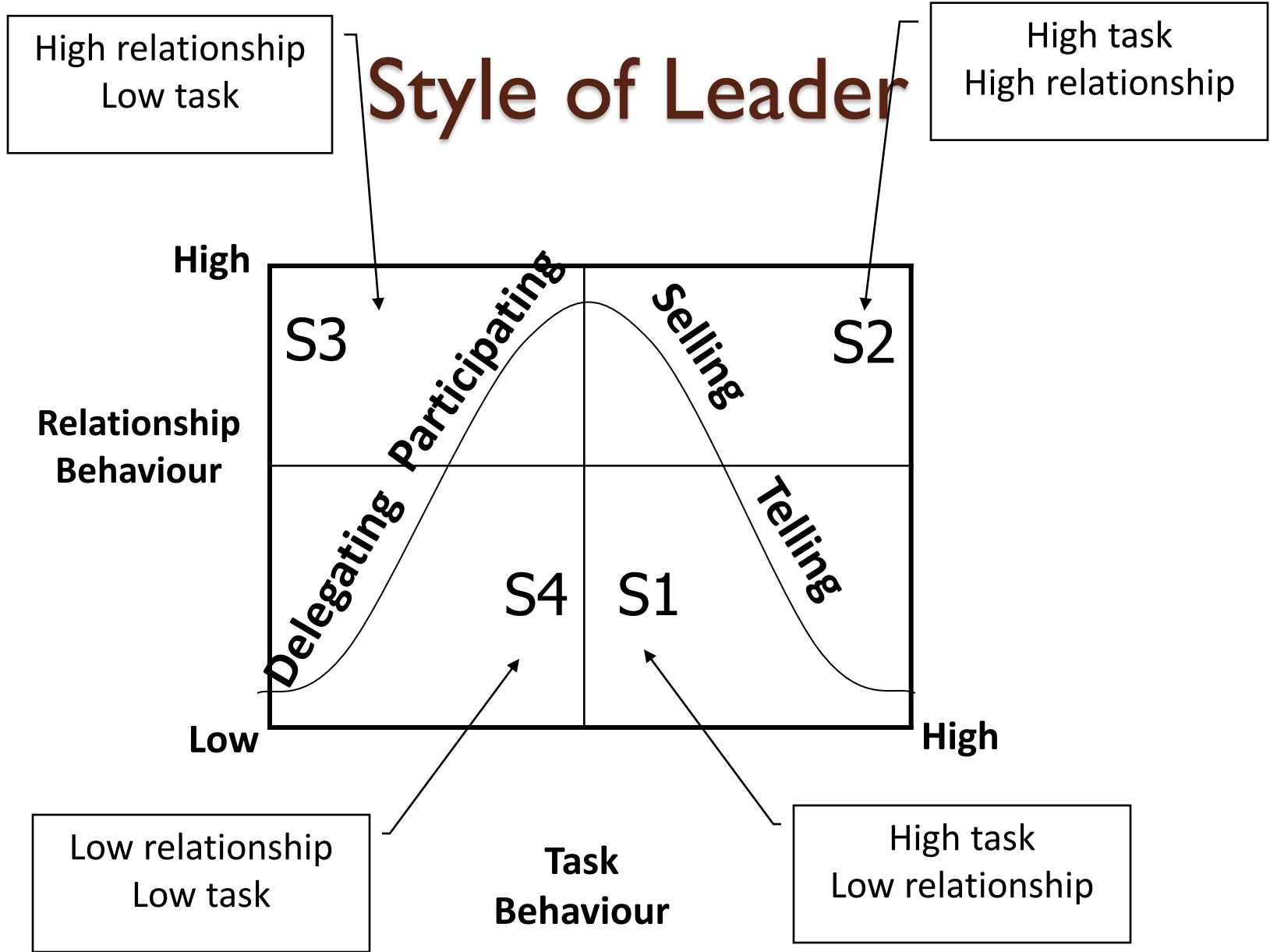
Leadership 'Authority'
(Specific to particular situation)
can drive from

1. Position
2. Personality
3. Knowledge

Situational Leadership BEHAVIOUR

- A model of leadership behaviour that reflects how a leader should adjust his or her leadership style in accordance with the readiness of the follower.

Style of Leader



High

Moderate

Low

R ₄	R ₃	R ₂	R ₁
Able & Willing ↓	Able & Unwilling ↓	Unable & Willing ↓	Unable & Unwilling ↓
Delegating	Participating	Selling	Telling

Follower's Readiness

Readiness – Follower's ability & willingness to perform.

Analysis

- Delegating
- Participating
- Selling
- Telling

DELEGATION

- The assignment of authority to another person to carry out specific activities

Characteristics of Woman for Effective Leadership

1. Empowering
2. Risk taking
3. Clarity of mission
4. Team building
5. Equanimity
6. Evolving trust

DISCIPLINE

A habit of consistent action until one can perform with unconscious competence.

Discipline leads freedom

Thank you

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