Mind map

Women in leadership: challenges, myths and what research shows

Do women lead differently?

- A meta-analysis by Eagly, Johannesen-Schmidt and van Engen...
- The key point is size: the differences are small and the...

The double bind

- women may be seen as less suited to leadership
- when they act assertively, they may be judged more...

The glass cliff

- Beyond the well-known glass ceiling

Women in leadership

What companies can do

- Clear promotion criteria
- Sponsorship, not just mentoring
- Data by gender: track hiring, promotions, pay and exits
- Flexibility for everyone

What every manager can do

- Make sure every voice is heard in meetings
- Give credit to whoever had the idea
- Challenge comments like "she's too emotional" by asking...
- Develop the leadership skills of everyone with potential

Frequently asked questions

1. What does "women in leadership" mean?
2. What is the glass cliff?
3. How can companies support women in leadership?

Key takeaway

Women in leadership without the clichés: what research says about styles, bias, the glass cliff and what companies and managers can do in practice.

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