

Women in leadership

[Education](#), [Curriculum](#)



For the longest time, women have been perceived as weak citizens who can only follow what is demanded of them. They have been called different names, oppressed beyond recognition. However, women have reached the bottom, and are now raising themselves to positions that were not initially designed for them. This is to be affirmed by the different institutions that are campaigning for women leadership today. It was discovered out through their organizational websites that women in leadership do not only refer to female leaders but also to how women leaders help other female individuals in becoming leaders as well.

Introduction In the past, women were not allowed to even speak out in society. They were expected to stay at home, to bear children, and to also be ready when her husband is struck with the mood. She was expected to marry as soon as she becomes fertile. She cannot speak out beyond a respectable whisper. Her role is to stand by her husband's side through all the decisions he will make. She is a mere follower. Today, tables have somewhat turned. The women, through the years, were able to raise themselves from the judgmental and patriarchal society.

They fought back when she thought that the men were already stepping all over their lives with selfish ideologies, and they succeeded. She surpassed the concept that women can only follow because they cannot think for themselves. She made a leader out of herself. With this in mind, this research paper aims to find how women in leadership are evident through the use of exploring different organizations with this specialization. From their respective organizational websites, their ideas and programs will be

discussed, as well as their history. This is to find out the establishment of women in leadership of current times.

The primary objective of this strategy is to also help alleviate the different traditional assumptions about women. With the help of the information to be discussed below, the objects and ideologies of women will also be shared. This is to give a sort of clarity to the ongoing question about the role of women in society. The institutions included in this paper are the following: (1) Institute of Women's Leadership, (2) Women in Leadership Foundation, (3) The Center of Women's Leadership at Babson College, and (4) Rutgers' Institute for Women's Leadership.

To further emphasize their silent campaigns, established leading women will also be discussed in this paper. All of these are for the formation of a contemporary view of women as leaders. Discussion Institute of Women's Leadership According to their website, the Institute was found 1991 by a woman named Rayona Sharpnack. Their organization is all about delivering leadership programs that will guide individuals about the necessary things to know and do for them to be at their most effective. As part of their objective is to also help in creating change that would last for a very long time.

Their ideology about extraordinary leaders lies more on who these individuals are, and how well they are able to harness the wide array of resources present in their environment. Those are the points where they concentrate. As part of their training, they will examine the underlying context of their decisions related to business. This aims to help these individuals in discovering and practicing the idea that when they change the

context of how they do business, they are making a breakthrough as well as a whole new exciting reality.

The reason behind their choice to change and develop women as leaders lies on their belief that these kinds of changes in organizations will promote the increase of their collaboration, performance, as well as innovation in the organization. It will help the total efficiency, not just of the organization, but also in their respective communities. It will also help these individuals in a personal level. One of their programs is called Women Leading Change. They designed the program to be highly interactive with regards to leadership development.

They also included the application of projects that are real-time and real-life. This means that the scenarios used in the programs are highly relevant to their respective situations. Furthermore, to maximize the objectives of the program, the members of this organization made use of coaches who are internationally recognized. The logic behind this is that these individuals have had years of experience, and they will be the best teachers in this field. The alumni community will also be involved in this three-day program. Another program by this institution is called Partners Leading Change.

This program, on the other hand, is a co-educational approach. Similar to the previous program, this is also highly interactive as it involves co-ed teams. To sustain more than satisfying results, participants are put under one-on-one coaching. They do not also use hypothetical case studies. They train by always involving the realities in the business world. They are also provided with coaches who are internationally recognized in their respective fields.

They will guide their participants through individual and team training for leadership.

Furthermore, the participants are exposed to a broad set of alumni, as well as successful professional partners. Women in Leadership Foundation Women in Leadership (WIL) is a non-profit organization that stretches on a national scope. According to their website, they have a dedication towards the advancement of women in attaining leadership roles. They aim to accomplish this through delivering inspirational programs all over Canada. This is in light with their current and succeeding leaders. This year, they are entering their 6th year of providing programs across the major cities of the country.

The primary objective, as written in their website, is to promote the women in gaining the leadership role. The second most important objective is to make profiles of the successful women, and use these as role models for their respective fields. As part of their campaign, they will also be the ones who will facilitate the development of these women in becoming leaders. Most importantly, they aim to be able to deliver programs that are innovative. They target connection, information and inspiration. Their website also mentioned that they will support the growth of these women through non-traditional activities.

It is important that they are strengthened to raise their potentials in their respective careers at their highest levels. The programs by WIL are designed to expose hopeful women to other women who have been through the same endeavors. With the help of these role models, they are also able to expand

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a network for the next generation of members. Furthermore, with the help of these partners in the same community, as well as in the industry, they are able to develop a group that will progress through collaboration.

Important aspects of the organization will also be given just attention in its development since there members who are more inclined to work because of the design of their institution. With the idea of expansion, programs by this organization are aimed to reach out to the employees of their partners as well. The Center of Women's Leadership at Babson College This organization, on the other hand, has a dedication towards the accomplishment of assisting women through the different stages of their careers.

According to their website, they are also after the advantages of in raising the talents and power of women in different organization. The center is about the different executive and educational programs that are aimed to support the different professional development of women being leaders and entrepreneurs. Furthermore, through extensive research, and faculty of experts, the organization claim that they are the best institute designed to help women in their respective professional fields, as well as to help achieve their personalgoals.

The school made it a point that their female students undergo this center. They have been recognized as the top college for girls. In addition, their MBA program “ Opportunities for Women” was also recognized by Princeton Review. Their programs welcome women and men alike. But their spotlight lies on women in business as entrepreneurs and leaders. This is also a means of changing the face of role models to expand different points of

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view, as well as aspirations and expectations. Furthermore, they make use of educational events as a means of reaching out to its participants.

This is through including successful women, who are entrepreneurs in different companies. Some of these companies are Palm and New Century Brewing Company, as well as Reebok, Aetna, Fidelity, Dell Inc. , and PricewaterhouseCoopers. The institute also has a commitment towards the women who felt the impact of the diversity of demographics and students in the campus. One of their programs, Women's Leadership Awards, is aimed to offer financial support to selected women students for them to experience an easier enrollment. Today, the institute also has a regular program that is open to the entire campus.

A number of 150 students attend panel events, and 535 at their recent annual conference for women's leadership. From the year 2000, the Center brought more than 250 women executives and entrepreneurs, who are the best in their respective fields, into the school campus. According to their website, they took this as a means of raising the aspirations of the women who attends these programs. It is all about providing different role models closer to their reach. It is also important for the attendees to get close with these role models, to know their lives and stories, as a form of inspiration.

The Center also provides the Women's Leadership Program. This program is called to be co-curricular program as it provides the knowledge and skills in the different opportunities in developing, networking and mentoring opportunities for undergraduate and graduate female students. Their website also mentioned that the career of a woman is not always as good as

many assume. Although it was found out that women take almost half of the managerial positions in the US, the problems with gender-based challenges are still high, and it hinders them from progressing further.

They recognize the need to understand the different organizational and individual elements of these challenges to find solutions. Through a collaborative deliberation, they do not find the problem that difficult. This is for the empowerment of women in the different aspects in the competitive arena. Rutgers: Institute for Women's Leadership This institute under the State University of New Jersey comprises of six units. Together with its members, the center is at the Douglass College campus. They conduct research, as well as develop and sponsor programs, and other initiative for public service.

They are engaged in preparing women of difference ages, races and ethnic backgrounds, for them to play constructive and active roles in the public. The institute is dedicated to examine different issues about leadership and women's advancement in leadership. They also involve the decisions made in different arenas. This kind of interaction among the participants is a form of encouraging explorations, both scholarly and practical, of how institutions that are formed by race, gender, and ethnicity can be introduced to understanding the concept women's leadership.

According to their website, New Jersey is one of the states ever to have elected a governor who is a woman. On the other hand, despite this fact, their overall record of women electing for public office is relatively low. The state is part of the bottom ten among all the states in relation to the women

in its legislature. Their program Ready to Run is an opportunity for the female potential candidates to listen to the elected officials, as well as party officials and campaign consultants on how one should be able to position themselves in the appointed offices.

This does not necessarily mean the political offices, but also in their respective organizations. The program is a one-day event. It began in 1998, a joint effort with the Center for American Women and Politics. Another program by the institution is called CLASP, which is a hands-on training for female students. It is a five-week internship with the organization called New Brunswick. They attend three days a week. It also includes a weekly seminar, as well as \$500 for the food and transportation expenses. Students will be able to complete 3 course credits upon completing the program.

CLASP, according to their website, is a service-based learning program. It offers their female students first hand experiences in an organization local to Central New Jersey. The internship includes activities that are focused on empowering the youth, education on art, and prevention of domestic violence. In addition, these activities are also for the promotion of public health and literacy. The students are taught how to address the concerns of the community in regards to their social, economic and political difference.

With their weekly commitments, students are given the opportunity to confront issues, like social justice, immigration and poverty. This way, they are guided to reach the idea of undergoing social change. The Women in Leadership Across Time Another website used for this research listed some of the landmarks of history. They aimed to declare to the women of today of

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who their foremothers are. This is a mere hint of the female rulers who made a big difference in the progress of man. They began with saying that the Egyptians Queens are believed to have begun their reign 3000 BCE.

The first of these women was named Ku-baba. She ruled over the Mesopotamian City-State during the 2500 BCE. It was not after the First World War that the women became part of the revolutionary governments in Hungary, Russia, Ukraine and Ireland. Nina Bang was the first female minister elected democratically in a parliamentary government. It was a slow development. According to the website, it was not close to the end of the 20th century that these female ministers ended becoming unusual. The first female President and Prime Minister is named Sirivamo Bandaranaike.

It was in 1960 at Sri Lanka where the world's first female elected Prime Minister. In 1974, a woman of Argentina named Isabel Peron became the world's first female president. Today, only two countries remain to not have had a female representative in the government. These countries are Monaco and Saudi Arabia. According to their site, Vatican had a female Assistant Vice-Minister. Sweden, on the other hand, became the first country to have had more female than male minister. Last year, the Finish government comprised of women by 60%. Today, in the United Nations, there are 192 female members, with 2 external independent states.

In addition are the a couple of self declared independent states, and self ruling countries. Simultaneously, there are 19 female leaders. In countries of monarchies, Queens rule over 3 countries: United Kingdom, Netherlands, and Denmark. The first is represented by Governor Generals who are also female.

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There are 6 female presidents across the globe as well. These countries are Philippines, Liberia, Ireland, India, Finland, Chile, and Argentina.

Subsequently, there are 7 female Prime Ministers in countries: Germany, Moldavia, New Zealand, Mozambique, Ukraine, Netherlands Antilles, and The Aland Islands Conclusion

After all the institutions have been laid out, it is evident from their nature and programs that their pursuit is to raise the women higher from where she already is. They are training these women to target entrepreneurship, and well established positions in businesses. They are teaching the women to reach farther from where they are expected to stand. With the women of broad experiences as their role models and guides, they have cleared a path for them to take. Their goal is to go further, to not stop from raising their aspirations. They are given the opportunities to succeed, and the tools to guide them.

The objective of this paper is to find what women and leadership today means, and these institutions helped establish a certain definition. It is all about empowering women, opening their eyes to the reality that women can raise themselves from stereotypes and biases. That, in itself, is leadership. There are unsung women who fought through history, and lead women and men alike in different scenarios. They might be overpowered by the achievements of others. But the idea is not to lift their own names. Women leaders are also inclined to raise their fellow women.