

Gender and leadership

Business



Gender leadership is a term that normally instantiate a strong debate among different people across the world. The interaction of leadership and gender develops a strong locus of powerful views of different people (Kendall, 2009).

Towards this, proper communication and understanding among men and women is a significant part of leadership. Nash, K. (2010) illustrates that, " mutual understandings create awareness on cultural stereotypes related to masculinity and femininity". In this regard, leaders should adopt a new paradigm shift which appreciate and celebrate feminine values and masculine traits. Economic challenges and global problem calls for contribution of both male and female.

It is in this spirit that I strongly agree and support Clinton's statement that we need not just a new generation of leadership but a new gender of leadership" (Clinton pledges fidelity, 1992, p. A2). The world has grown immensely and each day comes with a new challenge which not only calls for a new solution but also a strong and innovative leadership qualities. Both men and women possess leadership qualities. It is therefore, prudent for women to take up active role in offering leadership in all sphere of life. This is because leadership has been in hand on men for along period of time rendering women in the periphery.

Women behavior and social orientation make them to be soft and approach issues with humility and such characters should never use against them by men counterpart. The question of new crop of gender leadership then comes in. Women leadership styleThe debate of whether there exist gender-specific leadership or management traits has been in public domain for a long period

of time. Women are social different to men and their behavior and approaches to issues normally differ. Based on this kind of social orientation, I believe that women have specific leadership quality and management skills which are worth for development. According to Ayesha (2006) as quoted by Gutierrez, (2008) “ While not wishing to utilize many women have leadership styles that have been described as empowering leadership or consensual leadership, where they build leadership structures that share responsibilities according to the best fit, and in doing so, often create new types of leadership,” this shows that women are team players and lead through consensus which is devoid of intense contestation which is associated with men leadership style.

Consensual leadership is good and effective in achieving once goals (Dean, 1992). Gutierrez, (2008) illustrates that, “ women tend to discuss problems more openly and utilize group-think’ to seek solutions.” Therefore the solutions reached for specific problem are widely by people in the society. Political leadership normally demands steadfastness and courageous. This is because the game of politics is characterized by propaganda and malicious behavior which women fear. However, time is ripe for women to come out and fight equally just like men do.

It is the same spirit that should be emulated by women in other sectors such managerial position in companies. Leadership and power are among the greatest tools for both economic prosperity and good life in the society. It is therefore important for leaders to acquire and exercise power with justice so as to build peace, cohesion and unity among the people in a society and in this quest of leadership; women should play an active role so as to ensure <https://assignbuster.com/gender-and-leadership/>

that they offer leadership. They should never wait for men to show favor by giving out a few role to them. In addition, it is the responsibility of every individual to know his or her right as his will help in the development of harmonious community.