

Leadership Development for Women

Quick Reference Sheet



Women in Business

Women in business are a powerful force. As executives, entrepreneurs, and leaders, women have brought their unique perspectives to the table and proven to be highly successful in these roles. Regardless of their opportunities and roles being limited, women have been involved with business in many capacities for centuries. Women began to enter the workforce in large numbers in the early 20th century. During World War II, they were encouraged to enter the workforce in order to fill the labor shortage that was left by men who were serving in the war. Although there were significant gains, it was not until the second half of the 20th century that women began to break down substantial barriers and receive greater access to leadership positions. Women are now a part of every division of the economy, making notable contributions all around the world.

Inclusive Leadership

Imagine a workplace where every person feels heard, valued, and empowered to bring their full potential to work- that's the power of inclusive leadership. Inclusive leadership is a leadership style that seeks to create a culture of belonging. It embraces diversity, promotes fairness and equity, as well as fosters a collaborative work environment for every individual to thrive. This leadership approach recognizes that leadership is not only about the individual leader, but also about creating a welcoming and supportive environment for everyone, regardless of their gender, age, race, religion, or other characteristics. When leaders prioritize inclusivity, they create a workplace culture where women are respected and valued.



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The Value of Women's Leadership

Women in leadership roles are powerful agents of change. As the business world is continuing to discover the transformative power of women's leadership, it is becoming increasingly evident that this inclusion of women in these positions leads to greater success within an organization. Women leaders help to break down gender barriers and stereotypes to women's advancements, as well as drive innovation and collaboration. They contribute unique perspectives and bring a wealth of skills to the workplace. Through supporting women's leadership, we can work to maximize the potential of almost half of our population.

- Mentors and Role-Models

Impassionate
it encourage
better future for

- Diversity of Experience and Thought



- Collaborative



- Empathy and Inclusivity



- Enhanced Reputation



Gender-Based Barriers

Building on Strengths

A powerful tool for women to gain confidence in leadership positions is the ability to recognize, embrace, and build on personal strengths. This involves identifying one's unique skills, and using them to their advantage or fullest potential. There are many personal strengths that are valuable for leadership positions, including emotional intelligence, creativity, integrity, and communication skills. When we focus on the strengths we possess, we are more likely to succeed. Additionally, this will also encourage us to overcome any negative self-talk or feelings of self-doubt that may be holding us back.

Consider the following questions to gain a greater sense of self-awareness:

- In what areas have I received positive feedback?
- What are my unique skills, abilities, and talents?
- What do others say are my areas of expertise?
- How have I used these strengths in the past?
- How can I use my strengths to motivate my team towards shared goals?

Leadership Networking

In today's fast-paced business environment, building a prosperous career in leadership requires more than just effective management skills. Developing a strong professional network is a key aspect of leadership development, particularly for women in leadership positions. Leadership networking is the process of nurturing connections and professional relationships with other people who share similar interests or industry affiliations. Its aim is to gain resources, support, and valuable insights to help one another grow as a leader, as well as advance their career. Networking is especially important for women leaders, to help them break through the glass ceiling and gain visibility in their respective fields. By harnessing the power of leadership networking, everyone can connect and collaborate with each other to help them to achieve their full potential.