

Finding A Way For Women Leaders

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Women leadership and active participation is must because it is the opening act toward a more exclusive, equal and balanced society. It is a known fact that women in powerful position on the table are highly beneficial and has a positive impact on people's lives, society and nation as a whole. In spite of this women participation in politics or corporate world is not up to the mark or as per required. We need concrete steps to find the solution to the kind of challenges they face in day to day life, whether at home or workplace. Power unused is power useless. It's time for solutions. Important is to have a clear vision which can guide us. Men need to accept that women are competent leaders. Whereas women also need to be confident in them and should be expressive and impressive in terms of taking firm decisions. Society too needs to start accepting women as capable to accomplish anything. Educating women and keep a positive attitude is the key to all problems. Narrowing the gender gap and living the deeply rooted attitude which stands in women's way is must for society as well as for women itself.

In today's era, we're transitioning from command and control to facilitative and collaborative leadership that work across time zones, cultures, team and discipline. Today we need innovators and leaders who can see and approach problems from a variety of prepositions. Today leadership is less about position and more about influence, creativity and relationships.

Leadership is not about muscle, it's about mind. Women are not new to leadership. They have built and run countries and cities. They have led civil rights and education reform movement, freedom struggle; social reforms etc. women

have played their role in each segment of life and also proved to be more social than man.

In spite of all these multiple political, cultural, social and economic reforms—barriers still continue to stand in the way of women’s access to positions of power. Unfortunately when we look at politics, large corporations and the likes—where are all women leaders? In last few centuries there are very few women who in spite of all the challenges could make it big and established themselves to important positions in politics and business world. We don’t to seem question the challenges that men face; we just assume they are leaders. Across the countries the ‘double burden’ of balancing work and domestic life is the barriers cited most often. Matter of fact, especially in India, women actually have little faith in themselves. They struggle with the idea they are not good enough for leadership or to take lead. There are many challenges, yet some of them come from women themselves. Matter of fact is women can step into leadership roles and develop their personal styles in ways even they may find surprising. People across the world agreed that women leadership is very important and have advocated powerfully for women’s leadership in the years ahead. Feminine values are an operating system of a modern, social and open economy. And with women’s leadership, we can improve not only the society and nation but civilization as a whole.

Let’s take a look at what leadership means, it may help us understand why it seems so hard for women to obtain this. Leadership means inspiring, delegation, collaboration, communication, influence, knowledge, respect and ability to constantly learn and change. We find many times women play into this label. Women in general are soft spoken, more sensitive, more emotional and more of a helper. Quite often they tend to stay in the background, out of limelight so as not to attract attention. On the other hand side, men need to accept that women are every bit as competent leaders as men if not better. It is important to develop the environment that enables women to have a full and equal voice in all kind of

institutions. A quote by Lawrence H Summers says—‘a society that does not establish pathways to leadership for all its citizens in a society that is denying itself a possibility of excellence’. It is not optimum use of humanity if women are not given space they so, rightly deserve. When we use full talent and potential of the population, our countries and society are more productive in all terms—socio-economic and political.

Equality starts at home. It makes our children healthy, happier, stronger and more successful. It makes them responsible citizens. Men can and should take personal responsibility to champion women. This can be done by sponsoring, promoting and using influence to help even just one woman to advance her career. Important is to provide opportunities to build leadership skill and encourage them. Women should also act and demand equality as reality. It is important for women if they want to be viewed as equal in the workplace, they must stand their ground and demand the respect they deserve—and it starts by behaving as if the gender gap has been closed. Gender should never be an excuse to settle or not achieve their goals. Women have to fight for what they believe is right and have confidence in their ability to succeed despite of adversity. It is must for women to gain confidence when they move into their careers.

Acknowledging the change is important but more important is your actions and attitudes in the workplace. Narrowing the gender gap will be benefited in socio-economic area. There are steps we can take as individuals, employers and policy makers to create significant change. Support from the men in the family is critical in attaining the gender equality. We also need to see more women supporting other women and elevating one another in a two way learning experience because sometimes knowingly or unknowingly women become obstacles in the progress of their own gender.

Young women need a new vision for leadership and they need to be connected with other women leaders who they can relate to with ease. They also need to learn how to identify leaders in position of power or influence who can help them and reach out strategically for sponsorship and mentorship. With such kind of support leadership opportunities and possibilities open up dramatically. Women need to cultivate a few core competencies that will increase their sense of viability and put them on track of leadership. Chief among these are empathy, ability to speak up and advocating political strategic savvy and ability to solicit, integrate and learn from feedback. If women develop these skills in concert with the functional and technical knowledge they need to excel their roles, they can lead and they can help make decisions and shape policy in ways that are ethical, sustainable and effective.

It is important for women and they should be taught how to look at a problem and answer the question but also think about other things this problem could impact. One must show confidence even if she is not feeling it and try to feel comfortable with being uncomfortable. Educating women is the key to all problems. Improvement in education should be translated into higher rates of women's role in society as a whole—whether it is leadership, employment and entrepreneurship – education make a whole lot impact and change all over—whether it is social, economic or political scenario. Educating women is great tools to ignite the growth of a nation. No doubts deeply rooted attitudes stand in the women's way and we all agree that there are no easy and fast solutions. In spite of all, it is important to bring the voices together in promoting stability in empowering them. Tackling women's underrepresentation needs to take place on many levels.

'Double-burden' of balancing family life and office has a solution-'Anytime, anywhere' kind of work model will be great relief for working women. Building, maintaining and balancing a work culture leads to success. Women need to realize their roles toward their society and country together with their roles at home and

outside the home, which is possible through continuous effort. Not just women but everyone needs to keep striving for the equableness and progress of all. Society needs to start accepting women as capable to accomplish anything and even women themselves should keep positive attitude and explore all avenues out there. Striving and fighting is not always the absolute methodology. Maturity, providing recognition and opportunities will improve everything and will form a strong and progressive society.

Today's modern women have learned that career success is not about adjusting to the male- dominate status quo. It's about changing the status quo by embracing what makes diverse perspectives unique and overcoming the doubts that keep you from reaching your full potential. Important is to step out of comfort zone. Women have to unpack their fears and then conquer them. Today women agree that it's time to embrace and harness the skills and strengths that are unique to women and see them as valuable assets one can bring to work place. Women should be reassured time and again that they have a bright future. They need that reinforcement. When it comes to leadership there is no doubt they're superior and have all the competencies to make effective leaders. The only thing that is of paramount importance is that they should believe in themselves and their ability. Women are as intelligent as men and for that matter they've the strength and capability to do whatever men can do, they just have to explore and inspire themselves.

Women should be given more opportunity, power and position in politics or say policy making. Reason being that they consider their effect on their children and future generations in a better way than men and are therefore more likely to lead a way that will benefit not only themselves but the society and world in general. In India, women's leadership in local politics has been found to reduce corruption. It is a fact that greater representation of women in parliament has led to higher expenditure on education which has made a whole lot difference as educating

them in the key to all problems and obstacles. In order to create any lasting change and impact women in leadership positions must have a seat at the table. Encouraging women to cast vote, proportional representation, affirmative action to ensure women get upto50% of governance structures, infrastructures, health and education etc are few ideas on change that need to happen. And by doing so it will undoubtedly starts creating more transparency which in future will lead to stronger nation.

Women's leadership is imperative. The qualities that are required to lead a nation in 21 st century include the ability to connect, collaborate, empathize and communicate—all qualities that tend to be 'female' in nature. The world has been without the full benefit of the talent, creativity and ideas of half its population for too long. Women leadership and active participation is must because it is the opening act toward a more inclusive, equal and balanced society.

Key words

Women, leadership, solutions, socio-economic-political, gender, challenges, equality, education, confidence, empowerment

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