

# Does Gender Affect Leadership?

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# Introduction

- The differences in the way men and women lead
- Do the difference in styles mean that one leads more effectively than the other?
- Are women overlooked when it comes to promotion? If so, then what is causing them not to be considered and how can organisations overcome this?

# Differences In Leadership

- Men excelled at task-oriented styles, while women would focus more on maintaining interpersonal relationships with their staff.
- Women can easily adopt more adaptable leadership styles making them to be transformational compared to men.
- Men tend to be more critical of someone when something goes wrong, while a women would tend to draw out praise from a situation.

# Leadership Effectiveness

- Many findings suggest that both men and women have comparable effectiveness
- When measuring effectiveness it has to be in the right context
- Men would be considered more effective if the number of men outweighed the number of women

# The Glass Ceiling

- Refers to the barrier that women face in receiving job promotions
- The old boys club workplace culture
- The gender bias and individual's perception

# Recommendation

- More women are finding jobs more suitable to their gender
- It is affecting business performance
- Companies are being pressured to add more women members on their boards and to have higher positions