



CONTEMPORARY THEMES IN LEADERSHIP AND MANAGEMENT



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Executive Summary

The purpose of this document is, therefore, to evaluate the current state of affairs concerning gender parity in leadership positions in professional cricket-playing nations and come up with the organisational change to enhance women's leadership within the professional cricket-playing nations and the professional cricket boards. In the document, the barriers are identified as social perception, training opportunities, and organisational prejudice, along with the steps that can be taken to eliminate them. Such measures are education changes, awareness, the principle, and the practice in faculties and agencies that anticipate and promote females for leadership in sports organisations.

The plan is to create the right conditions for women's progress to enable them to assume leadership roles in cricket and the game's progression. Thus, the advent facilitating of the execution of these goals constitutes the purpose of the document, in mind with relation to the grounds that promote that the apparatus of cricket and other fields should have a corps of tolerance similar to the world that it exists in. Implementation of this strategy will accomplish the future development of the environment that may support equality in leadership and augment results in the sport for female athletes.

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1. Implementation Plan

1.1 Introduction

The advancement of women for leadership positions has been an important issue in organisations and professions and sports professional cricket. There has been relative progress in gender equity and deregulation; however, professional cricket is still dominated strongly by male colleagues where the female cricketers comprise only a portion of the leadership roles worldwide. The ICC (2023) states that movements such as the 100% Cricket Future Leaders Programme will assist in correcting this unequal ratio by developing access for women into leadership positions. Yet, the issue remains that attitudes, norms, and realities of society and the cultures of enterprises and organisations along with structural conditions do not allow the adequate inclusion of women into these roles (Wyatt, 2020).

According to Schedlitzki and Edwards, 2020, the sport historically maintains an element of patriarchy regarding managerial positions and leadership, supporting systematically biased opinions of the subject. There is a lack of mental models, insufficient public perception, and few policies that respond to the requirements for gender diversity, making the problem even more complex (Hunt et al., 2020). Furthermore, women cruiser education and training that would be useful for leadership roles remain scarce as a major challenge (Armstrong, 2020).

It is significant to acknowledge that this report's purpose is to provide recommendations for appointing inclusive leadership in professional cricket organisations eradicating cultural, educational, and organisational hurdles for gender equality.

2. Rationale

This implementation plan is based on the premise of improving the gender balance in terms of leadership within professional cricket. While there have been progressive changes in other fields, the cricket profession is relatively limited in that they do not employ enough women, let alone offer a top position. They win some and lose some, but gender parity in decision-making and leadership positions, particularly within

national and international cricket boards/transformation, remains still elusive. They found that diverse leadership is good for the organisation's growth since it leads to good decisions, enhanced innovation, and more efficiency (Mullins, 2021).

Since culture and structure are deeply interrelated, for the workflow to be sustainable and the change to be effective, both these barriers have to be addressed. The programs that are implemented allow increasing the number of women ready to lead and provide them with the necessary knowledge and support through inclusive leadership training and mentorship (Gold and Anderson, 2021). At the same time, raising public awareness and top-down changes in the field are needed to change stereotyped thinking and concrete gender prejudices that hinder women's career advancement in cricket (ICC, 2024b).

Education is helpful in the process of creating valued employment for women in professional cricket as barriers to structural and cultural changes. This is done through the ICC Future Leaders Programme which enhances the managerial skills of women and enhances their visibility in leadership positions. In addition, equitable training provided for by education reforms that effectively address capacity-building as well as resource availability minimises the effects of inadequate training provisions. Such initiatives have long-term implications of improving social diversity within the cricket organizations, and promoting career advancement and opportunities for women in leadership within the sporting fraternity. This not only benefits women but also improves organizational innovation and performance (Armstrong, 2020; ICC, 2023).

There are often societal and organisational assumptions about women's lack of motivation or ability to assume leadership in professional cricket. These stereotype images originate from an older generation's prejudices, which underestimate the abilities of women for leadership positions. However, the reality does differ with these assumptions. Cricket has revealed that female athletes have continually displayed the desire for leadership and governance in decision-making within cricket organizations. It found that diverse leadership enhances overall organisational innovation and productivity as well as the equality of everyone (Hunt et al. 2020).

2.1 Aims and Objectives

The key ideas in the implementation plan include working against the existing gender barriers and helping achieve gender parity in leadership positions within PC. This is in tandem with the global push to increase gender quotas across boards, as we know that different leadership boosts organisational innovation and productivity (Barber and McCann, 2021).

Aims

1. This paper aims to identify channels through which women can be trained and educated to be promoted into leadership positions in professional cricket
2. To overcome and revise the expectations concerning women leaders' performance in cricket by societal and organisational cultures.
3. Effective management must create policies and standards for equal opportunities for women and support female executives.

Objectives

1. Promote Education and Training Opportunities: Design and launch specific programs to build the capacity of women in management positions in cricket, such as the ICC Future Leaders Programme (Sixes Cricket, 2024).).
2. Address Public Perceptions: Use promotional information that prevents stereotyping and provides information on women's achievement in the leadership of the cricket teams, as recommended by Soledad, 2024.
3. Strengthen Organisational Policies: Formulate policies on recruitment and retention of staff, which will see to it that there should be equal opportunities for male and female employees, this is in line with.
4. Set Measurable Milestones: Set measurable targets when assessing progress, for example, when Cricket Australia sets the goal of the increase of women in leadership roles by 10% within five years.

5. Engage Stakeholders: Engage with regulators such as sports boards, schools, and political authorities to foster product market coherence that guarantees the long-term success of implementation, as recommended by Reed, 2020.

It is these aims and objectives that inform the action plan setting out how progress towards the improvement of gender equity in professional cricket can be attained.

2.2 Action Plan

Here is the detailed action plan on the strategies to be taken to support the formation of an efficient structural model of Leadership in Professional Cricket. All of the tasks above are related to the goals and objectives described above and backed by evidence. The timeline effectively represents a real-life goal attainment paradigm of achieving these goals.

Figure 1: Structural Model of Leadership in Professional Cricket

Task	Description and	Timelin	References
1. Educational Reforms	Launch targeted leadership training programs in collaboration with institutions and organisations like the ICC Future Leaders Programme. This will develop essential leadership skills and increase women's visibility in leadership	Year 1–2	Armstrong (2020); ICC (2023)

2. Awareness Campaigns	Conduct campaigns to challenge stereotypes and promote success stories of women leaders in cricket. These campaigns will focus on reshaping societal perceptions of women in	Year 1–3	Hunt et al. (2020); Catalyst (2022)
3. Recruitment Policies	Establish gender-inclusive recruitment policies, such as mandatory representation of women on leadership shortlists. This aligns with best practices for achieving	Year 1–4	International Labour Organization (2021); Wyatt (2020)
4. Mentorship Programs	Introduce mentorship programs pairing aspiring women leaders with established figures in cricket leadership to foster	Year 2–4	Gold and Anderson (2021); Reed (2020)
5. Policy Advocacy	Advocate for changes in education and sports policies to increase support for girls in sports, addressing societal and structural barriers.	Year 1–5	International Labour Organization (2021); Schedlitzki and Edwards (2020)
6. Organisational Culture Assessment	Assess and address biases within cricket organisations through diversity audits and regular training on gender equity and unconscious bias.	Year 1–3	Mullins (2021); Bratnicka (2020)

7. Monitoring and Evaluation	Develop KPIs to measure progress, such as the percentage increase in women leaders, and ensure accountability through annual reviews.	Ongoing (Years 1–5)	Devillard, Sancier-Sultan and Werner (2014); Cricket Australia (2024)
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2.2.1 Time Plan

The following is the implementation plan with the major phases put side by side on the timeline. All of them are related to the aims and objectives and provide a more realistic and step-by-step process for five years.

Figure 2: Implementation plan with timeline

Year	Key Activities	Milestones
Year 1	Launch leadership training programs and awareness campaigns. Finalise gender-inclusive recruitment policies.	- First batch of training programs initiated. - Awareness campaigns in collaboration with stakeholders.
Year 2	Begin mentorship programs. Execute organisational diversity audits.	- Mentorship programs launched. - Diversity audits completed in major cricket organisations.
Year 3	Expand leadership training programs and awareness initiatives. Advocate for policy changes to improve gender equity.	- Expansion of training across regions. - Positive societal shift toward gender equality perception.

Year 4	Monitor progress, adjust strategies, and ensure engagement from all stakeholders.	- Annual progress reports reviewed. - Policies adjusted based on evaluations.
Year 5	Conduct final evaluations. Refine long-term strategies for sustaining gender diversity and leadership representation.	- Comprehensive final report published. - Long-term gender diversity goals

This time plan ensures structured progress, allowing for flexibility and reassessment at each phase to meet evolving needs.

2.2.2 Risk Management and Strategies

Effective risk management is critical to the success of this implementation plan. Below are potential risks and strategies to mitigate them:

Figure 3: Potential risks and strategies for mitigation

Risk	Description	Mitigation Strategy
Financial Constraints	Insufficient funding for training programs and campaigns.	Secure sponsorships from stakeholders like sports boards and private organisations.
Societal Resistance	Resistance to women in leadership roles due to cultural or societal norms.	Conduct awareness campaigns to highlight the benefits of diversity and counter stereotypes (Denis, 2022).

Policy Barriers	Lack of supportive policies for women's participation in cricket.	Collaborate with policymakers to advocate for gender-inclusive policies in sports education.
Organisational Resistance	Resistance within cricket organisations to implement diversity policies.	Conduct regular diversity training sessions to address biases and foster an inclusive culture.
Monitoring Gaps	Lack of proper tools to track progress.	Develop clear KPIs and use performance-tracking software to monitor progress effectively (ICC, 2021).

By identifying and addressing these risks, the plan ensures proactive solutions to minimise disruptions and achieve its objectives effectively.

3. Recommendations

The following recommendations are proposed to ensure the successful implementation of the plan to foster gender diversity and inclusion in leadership roles within professional cricket:

1. Enhance Leadership Training Programs: More efforts should be made to extend leadership training to more potential women cricketers so that more may be able to make the senior level with the skills that they are trained on. Working with programs like the ICC Future Leaders Programme can create and enhance solutions that come with higher-level modules specifically for cricket management work that has been proven through past studies to enhance leadership readiness and self-confidence (Emerson, 2022).

2. Implement Gender-Inclusive Recruitment Policies: Requiring a quota of gender in the hiring of panels and shortlists guarantees women a better deal than they are being given. Offering a rebate to organisations receiving diversity quotas has thus been useful in enforcing compliance with the inclusion benchmarks (Biswas, 2023).

3. Launch Awareness Campaigns: Give an instance of campaigns that demonstrate the importance of women in leadership through participation in the game of cricket. In turning the vernacular around, it emerges that effective leadership in limited-overs cricket can be captured by quantifiable indices that offer surprisingly rich insight into key aspects of this sport. Socially inclusive campaigning increases through engaging digital platforms and media partners, enhances these programs, and leads to the change of society culture through equality (ICC, 2024a).

4. Introduce Mentorship Programs: Mentoring affords direction during the networking process and builds confidence by matching women cricketers with experienced leaders in the game. But just like earlier studies have demonstrated, the programs remove barriers to career advancement particularly in fields that are flooded by male employees (Díaz, Silva, and Tuma, 2024).

5. Conduct Organisational Diversity Audits: Periodic check-ups of organisational cultures and policies show where prejudice and weaknesses exist. Some of the benefits include focusing on and increasing accountability and the generation of concrete measures towards change and diversity.

6. Advocate Policy Changes: The process of developing gender-sustainable policy involves policymakers effect changes in the form of Educational and sports policies, which are seen to overcome antecedent challenges, including lack of essential rebukes and constraints in society.

7. Develop Clear KPIs and Monitoring Tools: Measures such as the percentage of the boost in females' leadership positions, as well as the effectiveness of training initiatives being adequate for implementation, helps to keep it truthful.

When applied, the recommendations shall help tailor professional cricket to encourage coherent leadership development free from barriers.

4. Conclusion

The recommendations of the implementation plan are drivers for change to leadership structures in professional cricket to increase gender diversity. This paper argues that by promoting education and creating training opportunities, including those resulting from the ICC Future Leaders Programme, women will be able to acquire appropriate leadership competencies as well as visibility to enter into leadership positions. Breaking the stereotype, improving the organisational culture, and boosting the confidence level of women in leadership positions, awareness campaigns, and effective mentorship programs with organisational diversity audits are helpful tools. The implementation of the plan is a culmination of advocacy, therefore, guaranteeing policy and measurable KPIs demonstrate progress. Adding gender-sensitive recruitment clauses and rewards for adherence pushes the case for sustainable outcomes even higher. In conclusion, all these phases of the implementation indicate that the approach to market gender equality of leadership positions in professional cricket is benefitting society and organisations in general through the notion of diversity.

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Appendix

Gantt Chart for Gender Equality Implementation Plan in Professional Cricket

