


Women in Leadership:  
*Finding Your Path*



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Overview of today's leadership journey

- Define the Gender Leadership Gap
- Identify Obstacles to Achieving Leadership Potential
- Develop Your Plan to Become a Leader
- Resources

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Gender Leadership Gap



- Women are underrepresented in leadership roles
- Statistic repeated in **universities**, businesses, courts, unions, politics, religious institutions, and beyond
- For Asian, African American, and Hispanic women, leadership opportunities are even more elusive

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**Universal Gender Gap**

*Gender gap still exists globally in education, health, and in economic and political systems*

**Percent of Women in Companies' Board of Directors**

Over 33%  
France, Iceland, Norway, Sweden, Italy, Finland, Germany, Belgium, Denmark, New Zealand

Over 20%  
Netherlands, Latvia, Australia, UK, Canada, Israel, Slovenia, Spain, US, South Africa, Switzerland, Poland

Over 10%  
Austria, Ireland, Portugal, Slovak Republic, Colombia, Hungary, Czech Republic, Lithuania, India, Turkey, Luxembourg, Greece

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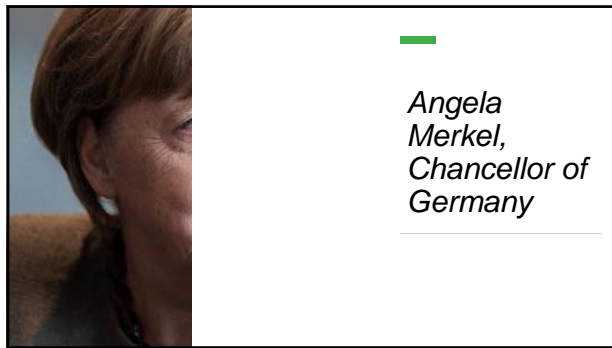
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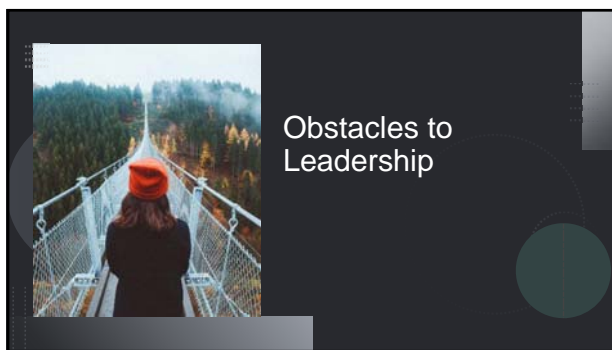
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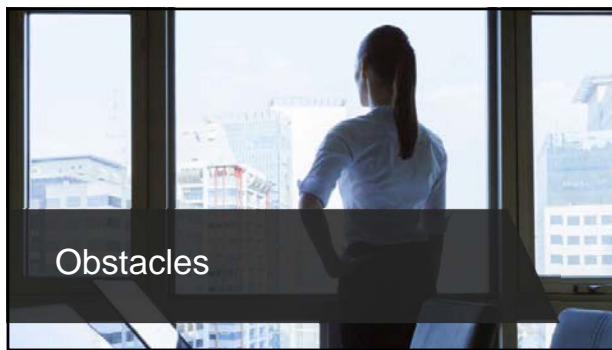
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And then there is...

*Me, Myself, & I*

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The Good News

- Dimensions of leadership defy simple categorization
- Leadership happens within and outside organizations
- Leadership happens in formal hierarchies and in informal groups
- Leadership occurs with or without management responsibilities
- Telecommuting/remote work offers new possibilities

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What Can YOU Do...as an Employer?



PROMOTE FLEXIBILITY, ESTABLISH CLEAR EXPECTATIONS, APPLY POLICY IN A FAIR MANNER, STRIVE FOR DIVERSE WORKFORCE, OFFER EVIDENCE-BASED TRAINING, FOCUS ON WORK PERFORMANCE



INCLUDE CAREER DEVELOPMENT IN ANNUAL PERFORMANCE EVALUATION PROCESS

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7 Leadership Lessons Men Can Learn from Women

Lean in	Lean in when necessary
Know	Know your limitations
Motivate through	Motivate through transformation
Put	Put people ahead of yourself
Empathize	Don't command – empathize
Focus on	Focus on elevating others
Be humble	Don't say you're "humbled" – be humble

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What Can YOU Do...as an Individual?

Don't watch	Don't watch from the sidelines • Take a seat at the table – you've earned it!
Find	Find your voice • Put away self-doubt
Visualize	Visualize successful outcomes
Reframe	Reframe failures into learning opportunities
Seek	Seek employers that promote a diverse leadership team
Support	Support legislation that promotes fairness in the workplace

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What more you can do as an Individual?

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What Can YOU Do... as an Individual?

- 01 Learn from others
- 02 Seek evidence-based leadership training
- 03 Join a professional organization
- 04 Develop a leadership plan

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Take Action! Create A Leadership Plan

**GOAL:** Provide leadership to sponsored programs pre- and post-award teams

**OBJECTIVE(S):**

- Secure Director of Sponsored Research position at a Predominately Undergraduate Institution within 5 years

**ACTIVITIES:**

- Become a CRA
- Network with RA colleagues in professional organizations
- Apply for Associate Director position in current office

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Resources

- AdvanceHE [www.ecu.ac.uk](http://www.ecu.ac.uk)
- American Association of University Women (AAUW) [www.aauw.org/](http://www.aauw.org/)
- International Leadership Association [www.ila-net.org](http://www.ila-net.org)
- *Lean In: Women, Work, and the Will to Lead* (Sandberg)
- *The Secret Thoughts of Successful Women* (Young)
- UN Women [www.unwomen.org/en](http://www.unwomen.org/en)
- Women in Higher Education [www.wihe.com](http://www.wihe.com)
- World Economic Forum, GGGR <http://www3.weforum.org/>
- 7 Leadership Lessons Men Can Learn from Women <https://hbr.org/2020/04/7-leadership-lessons-men-can-learn-from-women>

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Thank You!

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