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EMPOWERING WOMEN LEADERSHIP: EVOLVING THE ROLE OF EVE IN REVOLVING CORPORATE MANAGEMENT

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ABSTRACT

The transforming path of women in corporate management is examined in this research, along with the shifting dynamics, successes, and obstacles they face as they strive for leadership positions in Corporate Administration. The Research paper takes a turn for the better against a historical backdrop of underrepresentation, emphasizing the growing number of women in senior executive roles in a variety of industries. Examining leadership philosophies, we find that women's distinct perspectives improve the quality of decision-making. Nonetheless, enduring obstacles like the aforementioned "glass ceiling" and the difficulty of striking a balance between work and home life highlight the necessity of ongoing efforts. Advocacy organizations and mentoring programs are essential for assisting future female leaders and creating a sense of belonging in business settings. Corporate policies, which include diversity training programs and inclusiveness efforts, reflect this trend of inclusion of women as a member in the board of the company.

INTRODUCTION

Corporate administration and management have changed dramatically in the last few decades, with a noticeable trend towards gender diversity at large. The growing appreciation of women's contributions to the business world has spurred discussions about dismantling obstacles and creating inclusive leadership settings. The foundation of an empowering Women leadership strategy is consistency and purpose as opposed to random acts of kindness. Women Directors cultivate a wider pool of future leaders capable of carrying out the organization's mission by empowering others. This is a model that applies and considers input. The concept of empowered leadership provides a structure for forming productive teams. This research delves into the evolving role of women in corporate management, highlighting key aspects of representation, leadership styles, challenges, advocacy, corporate culture, and the broader impact on business performance.

REVIEW OF LITERATURE

Kirsten Burkhardt, Pascal Nguyen, and Evelyne Poincelot, (2020), "Agents of Change: Women in Top Management and Corporate Environmental Performance," Women in top management and corporate environmental performance his study finds that the influence of women is weaker in firms with a lower environmental performance and in firms with high-growth opportunities because these firms are likely to prioritize their own development. This suggests, in line with social role theory that women also adapt into the role that organizations expect from them.

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Ronald J. Burke, (1997), "Women in Corporate Management", his study personal relationships the old boy's network as well as track records and appropriate expertise were important factors in board nominations. Women directors thought they had some influence on women's issues with their boards and board companies. A majority believed that board members should be more diverse, including more women and fewer male CEOs. However they indicated several barriers faced by women in being selected and nominated for board appointments.

Lakhwinder Singh Kang and Payal, (2012), "Women on Corporate Boards: A Literature Review", her research work carried out about women directors to identify and highlight various issues, such as; status of women directors, factors hindering the growth of women directors, benefits of having women directors, strategies to promote women participation and directions for future research. The paper clears that the representation of women on the corporate boards across the globe is very low. Role perception, male dominance and stereotypes, proportion of women in management positions, mentoring and networking opportunities, nature of industries, size of the organization and board and a range of other factors determine the participation of women on the corporate boards. Awareness for social philanthropy, less incidences of sexual harassment, motivating women employees and improved corporate performance are the different benefits an organization can drive from having more women at the corporate boards.

Nancy J. Adler, (1986), her study represent over fifty percent of the world's population, in no country do women represent half, or even close to half, of the corporate managers. In recognizing their strategic importance, Fortune claims that the greater number of female managers in U.S. corporations constitutes one of America's few remaining competitive advantages

Deborah E. Arfken, (2004) his study discusses reasons for the scarcity of women on boards and concludes that, to enhance strategic decisions, board membership should reflect the corporation's consumer population. Thus, women are a critical but overlooked resource.

LEADERSHIP EMPOWERMENT
Giving people in an organization the power, freedom, and accountability to decide for themselves and act in their positions is known as leadership empowerment. It entails providing individuals with the means, means, and self-assurance to enable them to contribute to the aims and purposes of the organization. By recognizing the abilities and potential of their team members, empowered leaders promote a climate of trust, cooperation, and creativity.
Key elements of leadership empowerment include:
- ❖ Delegation
- ❖ Trust
- ❖ Communication
- ❖ Training and Development
- ❖ Recognition and Feedback
- ❖ Inclusivity
- ❖ Encouraging Initiative
- ❖ Flexibility

ADVANTAGES OF LEADERSHIP EMPOWERMENT
Strong Leadership Effectively Delegate
Delegation builds trust and empowers others. Allowing people to make their own decisions about how to finish tasks and make deadlines shows confidence in the leader and prevents bottlenecking.

Strong Leadership Acknowledges Worth
People are inspired by empowered leaders to see the worth in every worker. Executives understand that giving their staff recognition boosts their self-esteem and makes it easier for them to do their jobs well. When employees openly appreciate collaborative conduct or attitudes, a healthy workplace culture is fostered.

Strong Leadership is centered on Vision
Leaders spend time outlining the main goal and its significance for every team member. People are constantly

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reminded of the vision by them. Employees are inspired to perform to the best of their abilities when a leader values the role that they play.

Empowered Leadership Respects the Views of Others
Every team member is valued and their opinions are respected by an empowered leader. Since they were employed to increase the team's value as a whole, they are aware that every team member is necessary to accomplish the goal. They pay attention to employee input and take appropriate action.

Strong Leadership Effectively Communicates
Well-spoken leaders possess empowerment. Encouragement-giving leaders are constantly open to experimenting with new modes of communication. Whether by phone, text, email, or an application, empowered leaders take the initiative to establish more effective lines of communication for the good of the entire team. This makes them available to deal with any issue or challenge the team could face.

Women's representation saw modest gains throughout the Corporate pipeline, but women of color remain underrepresented, Representation in Corporate role , by gender and race, 2023% of employees (n=276)
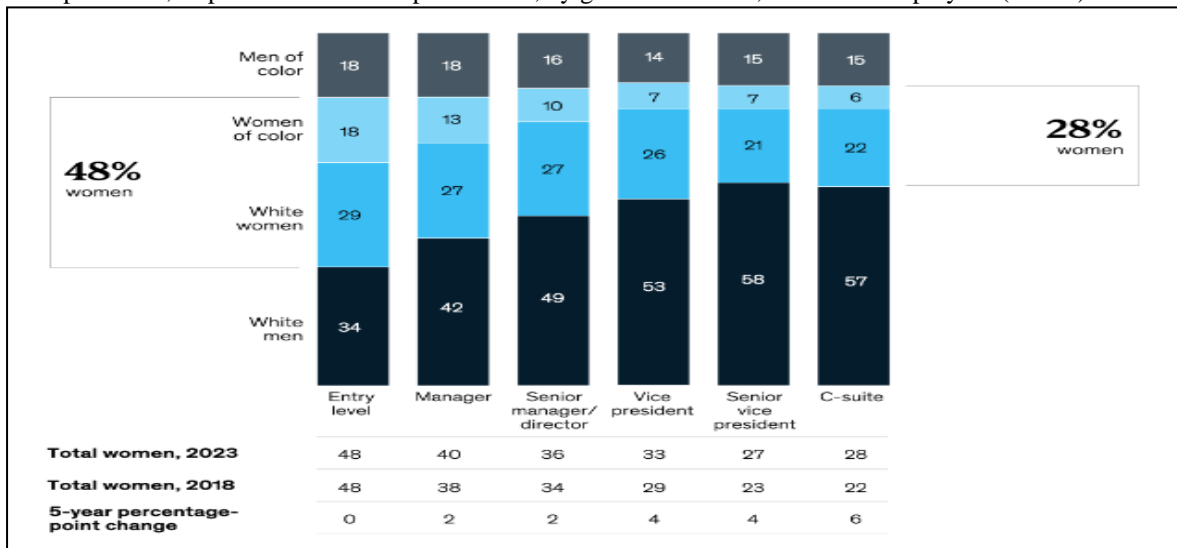
Source: **Source**: Women in the workplace 2023, Mckinsey & Company and leanin.org

Women have continued to be underrepresented in the corporate pipeline, particularly women of color (Exhibit 1). But there's a rising light in the senior leadership. The percentage of women in the C-suite has risen from 17 to 28 percent since 2015, and there has been a notable improvement in the representation of women in vice president and senior vice president roles.
These hard-won victories are heartening but fleeting: the gradual advancement of women to management and director positions—representation has increased by just three and four percentage points, respectively leads to a weak middle for workers who comprise the great majority of women in corporate America. Furthermore, women in director position the next in line for senior leadership roles—continue to exhibit the "Great Breakup" pattern that we identified in the previous year's poll. In other words, women departing at the director level are doing so at a rate that is higher than it was previously and noticeably higher than men leaving at the same level. These two realities mean that fewer women are vying for leadership roles.

Lean women in leadership: make an impact!
According to research, the proportion of women in senior management positions worldwide is gradually rising; by 2021, at least one woman will hold a senior management position in 90% of all global businesses. According to the

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World Economic Forum's worldwide Gender Gap Report, it will take women 170 years to attain economic parity on a worldwide basis.

In our most recent HR Expert webinar, Capucine Loisance, a leadership specialist and consultant at DDI, took center stage to assist carry on the celebrations of International Women's Day 2021.Focusing on three repeating themes, Capucine examined the most prevalent limiting behaviors among women gleaned from her coaching and facilitating expertise and provided useful methods for addressing such obstacles head-on.

Representation and Diversity

In the past, women had difficulty shattering the glass ceiling, but current initiatives seek to remove these obstacles. Businesses are realizing the value of varied viewpoints in decision-making processes and are actively seeking to improve the gender balance in leadership roles. In order to create more representative corporate environments, diversity initiatives such as goal-setting and enacting inclusive policies are essential.

Leadership Styles

According to research, women frequently bring distinctive leadership philosophies that prioritize diversity, empathy, and teamwork to the business sector. varied viewpoints are more acknowledged as firms realize the value of varied leadership and as they foster more creative and robust decision-making. The capacity of female CEOs to cultivate favorable business environments is becoming more and more lauded. Because they were innovating, the earliest female CEOs followed many of the "rules of conduct" that were associated with men's success. A second wave of women is currently entering top management, but they are doing so by utilizing the abilities and mindsets they have acquired from their common experience as women rather than by copying the habits and style that have worked for males.

By utilizing the distinctive aspects of their upbringing as women, these second-generation management women are forging a new route to success. They are looking for and securing chances in rapidly evolving and expanding companies to demonstrate their ability to produce outcomes—albeit in a unique manner. Not in spite of, but because of several traits that are typically viewed as "feminine" and improper, they are succeeding. The success of the ladies demonstrates that an unconventional leadership approach may improve an organization's chances of surviving in an unpredictable world and is well suited to the requirements of particular work environments. It affirms the idea that having a variety of leadership philosophies has advantages.

CHALLENGES AND BARRIERS

Even with advancements, problems still exist. Persistent gender prejudice and preconceptions contribute to the persistence of the glass ceiling as a major barrier. Women in leadership continue to struggle to find work-life balance, and policies that support families and flexible work schedules are necessary to solve these problems. Understanding these obstacles is essential to creating plans that help women in corporate management progress their careers.

Advocacy and Mentorship

Mentorship programs and advocacy groups are essential for advancing the status of women in business leadership. Career growth requires networks that offer mentoring, advice, and a networking platform. Businesses that set up mentoring programs help women leaders advance professionally and provide a sense of empowerment and camaraderie.

Corporate Culture and Policies

Corporate cultures that are inclusive are essential to women's success in management. Businesses are implementing family-friendly perks, flexible work hours, and equal pay as measures to advance gender equality. Training programs on diversity and inclusion are becoming more and more prevalent; they target unconscious prejudices and foster cultures that value individual differences.

Legal and Regulatory Environment

Equal opportunity legislation has been established in many jurisdictions to ensure fairness in the workplace.

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Companies are obliged to comply with these regulations, further promoting gender equality in hiring, promotion, and compensation. Legal frameworks provide a foundation for fostering environments where women can thrive in leadership roles.

Business Performance

Research continuously demonstrates that diverse leadership teams and successful company outcomes are positively correlated. The business case for diversity is becoming more and more compelling as organizations realize that having a diverse mix of genders at the top fosters creativity, increases employee engagement, and produces favorable financial results. In addition to being a question of equity, investing in women's leadership is strategically essential for long-term corporate success.

CONCLUSION

The role of women in Corporate Management is evolving, and progress is being made towards greater gender equality. Companies that actively champion diversity, equity, and inclusion are better positioned to navigate the complexities of the modern business landscape. As we continue to break down barriers, empower women in leadership, and build inclusive corporate cultures, we pave the way for a future where talent and merit, regardless of gender, drive success in corporate management.

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