

# Global Women Leadership

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**Abstract**—*The more the focus the more the impact, similarly it goes for the women of this modern era that their focus has tremendously shown a major change in the present scenario. Though there exist a capacity gap (which means women are less likely to have education and support from the family and society than men to become an effective leader) yet, women have portrayed themselves as a potential leader globally. This paper is based on the notion that women have broken all the stereotypes and has set a benchmark as global leader. Certain reports point out the fact that women possess a peripheral surface which indicates higher tendency of a women engaging herself for multiple task at a particular time and also statistical report highlights company with more number of women on the board of director has higher return on equity and better stock performance. This paper focus on the inspiring example of global women leaders and the impact they have created courageously by stepping out of their comfort zone in order to set a complete new definition of women leadership. Facts cannot be denied that though, there is an increase in the number of women leaders which was earlier considered as a mere information yet the growing number of women leader in the leading companies as compared to men is still not satisfactory. Therefore, this paper signifies female perspective about leadership as to how women are exploring the new ways to lead in a synergetic and inclusive way, thereby, drawing out the wisdom and creativity of varied prospective and promoting collective actions towards the overall development as per the present scenario. It is thus pertaining to anticipate the opinion on win-win situation where both men and women are benefited equally*

**Keywords:** Balance of work life, women leadership and organisation, working women.

## 1. INTRODUCTION

Women has the power to hold the sky while being grounded. Therefore, more the focus the more the impact, similarly it goes for the women of this modern era that their focus has tremendously shown a major change in the present scenario. Though there exist a capacity gap (which means women are less likely to have education and support from the family and society than men to become an effective leader) yet, women have portrayed themselves as a potential leader globally. Thus women have broken all the stereotypes and has set a benchmark as global leader.

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and also statistical report highlights company with more number of women on the board of director has higher return on equity and better stock performance. The inspiring example of global women leaders and the impact they have created courageously by stepping out of their comfort zone in order to set a complete new definition of women leadership has been focussed at large.

Facts cannot be denied that though, there is an increase in the number of women leaders which was earlier considered as a mere information yet the growing number of women leader in the leading companies as compared to men is still not satisfactory. Therefore, the most significant female perspective about leadership as to how women are exploring the new ways to lead in a synergetic and inclusive way are drawing out the wisdom and creativity of varied prospective and promoting collective actions towards the overall development as per the present scenario. It is thus pertaining to anticipate the opinion on win-win situation where both men and women are benefited equally.

It is a fact that working women have to balance their work life just by virtue of their being a woman, therefore organizations must encourage women leadership.

## 2. OBJECTIVE

The main objective of this paper is to highlight:

- How women have broadened their sphere and reached globally.
- Impact of women leader in an organisation.
- Balance of worklife.
- Need to encourage the women leaders.

### 1. Transition phase

Women is often seen as the symbol of sacrifice, determination, satisfaction and peace-maker. Earlier the ideology of the society towards women was “home being her real domain and her ultimate destiny being marriage”. But the women of this present era has completely changed the fact that they were earlier coined with i.e. they are not only limited to

housemakers but even though a way beyond that, which is evitable at the present context.

Leaving behind the theoretical leadership styles women are now defining their own leadership style as they move ahead. And with the advent of industrialisation and a constant rise in the inflation as observed in the economy there is a slight shift in the thought process by the people towards them. Women has successfully paved their own ways to step ahead and at the same time is able to foster their role models as well.

## 2. Women leaders in play: India's pride

Women of India have come a long way from playing the stereotypical role of a housewife to donning the role of CEO in leading Indian and foreign countries. At present the Indian companies states that there is a high percentage of women CEO. While the Fortune 500 companies holds accounts for only 3 % of women CEO and around 11% of Indian companies have women at the helm, a reason to cheer for India. Some of the inspiring business leaders, heading the companies ranges from banking, hospitality, food and beverages, pharmaceuticals and information technology which has moulded many young women entrepreneurs as their role models across the country. According to the reports of Rediff.com Business the 10 powerful women leaders who holds pride for the Indian nation are:

- Chanda Kochhar- MD and CEO, ICICI Bank.
- Shikha Sharma- CEO Axis Bank.
- Aruna Jayanthi- CEO Capgemini India.
- Mallika Srinivasan-CEO TAFE.
- Shobhana Bharatia- Chairperson HT Media.
- Kiran Mazumdar Shaw- Chairperson and MD Biocon.
- Zia Mody- Co-Founder, AZB Partners.
- Vinita Bali- MD Britannia Industries.
- Naina Lal Kidwai- Country Head, HSBC India.

At present the Indian society has seen the vast change as far as the status of women concern. The common thought of the society about women has far been outdated and today women are walking hand in hand with men. Despite of facing a lot of pressure from all fronts- office, relations, running daily errands, family, society and so on yet the above listed women have set a new benchmark.

### 2.1. Work -life balance

Work life balance for women can be a bit difficult to achieve but definitely not impossible. And the female leaders at present has completely set new definition to it, to some it means a nurtured way of accepting the responsibilities whereas to some it means simply breaking all the barriers that comes in their way and moving ahead with the challenges that comes in their way. As a whole one can conclude that women are simplified enough in their thought process and they know how to tackle any situations that arouses meanwhile, i.e. either

by hook or by crook they are destined to perform their work in a productive and effective way

To balance the demands of work place with the needs of families is the most important point of discussions everywhere which the female leaders have proved globally in their very own ways of leadership styles. Despite being stressed in many situations the work that has been assigned to them never fluctuates with the mood which they carry, rather it is often seen that they set a complete new standard to their work place.

## 3. GLOBAL WOMEN LEADERS IN BUSINESS

### 3.1. Women positions in the Global Leadership



Source: Grant Thornton IBR 2015

Fig. 1

Women in business 2015 results, research from Grant Thornton reveals that the international league for female leaders, including seven of the top ten, with Russia at number one dominate the Eastern European countries. Though the proportion of women inching towards the top levels of business world has shown a slight growth over the past decade yet there's a mile to go far beyond that.

The pictorial representation of the proportion of business leadership roles states that 40% business role in Russia is occupied by women which is the highest in the world and almost double the global average (22%). The next five countries are Georgia (38%), Poland (37%), Latvia (36%), Estonia (35%), Lithuania (33%) and so on. Whereas India only accounts to (15%) by being the last third country to hold the women global leadership roles which is just a mere part if taken into consideration.

#### A. Percentage Full-time Faculty by Gender, United States, 1974-75 to 2010-2011.

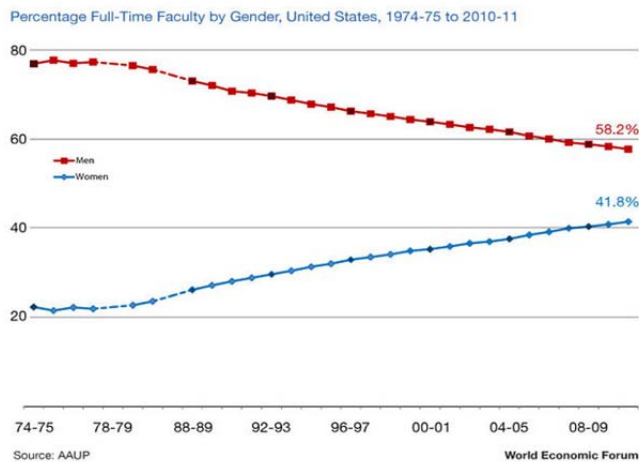


Fig. 2:

Women represent 41.8% of all full time faculty in the United States which is another point where women leaders have led the way.

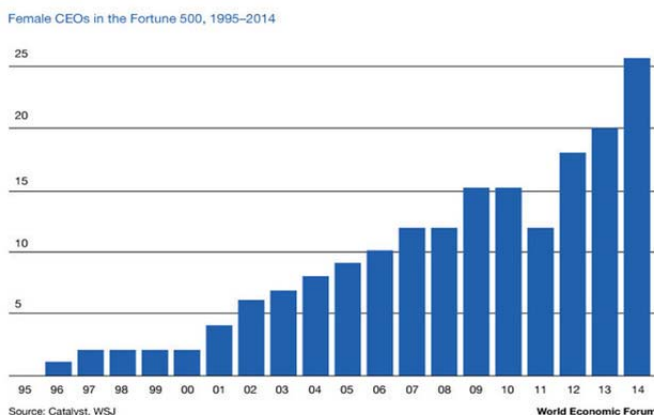


Fig. 3

Depicts the world's most powerful companies are mostly run by men. There are only 26 female CEOs in this year's Fortune 500 companies and only 54 in the top 1000

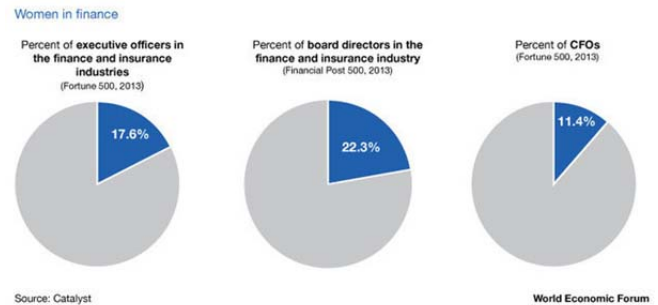


Fig. 4

Despite nearing equality with men, yet women are underrepresented in the finance industry. Only 11.4% of CFO's in 2013's Fortune500 were women and this is because of worldwide gender gap.

#### 4. CONCLUSION

Women has fruitfully served the purpose of being the true leaders despite of being challenged by the various circumstances. Even though, there are ample number of women leaders worldwide but still women do not participate in the global economy to the same extent as compared to men. Therefore, through this space the ultimate approach is towards the fact that women participation in the workforce needs to be encouraged to retain leadership roles within the organisation, as the presence of women in a team leads to higher return on equity and better stock performance.

#### 5. RECOMMENDATIONS

- A good family support to manage work life balance of women.
- The need to update the outdated business leadership styles.
- A framework of top level committee to support women leaders.
- Women should push themselves out of their comfort zone and raise their hands up for the stretch works that need to be assigned to them.
- Challenging the organisation to tackle the general bias.
- More emphasis should be laid towards the leadership positions designs for women so that it gains more attention

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