

Leadership

- Influencing
- Motivating
- Enabling others to contribute to the effectiveness and success of an organization for which they are working

McShane, S. and Travaglione, T. (2008)

Competency Perspective of Leadership

- Emotional Intelligence- Leader's ability to monitor his or her own and others' emotions, discriminate between them, and use the information to guide his or her thoughts and actions.
- Integrity- trustfulness and tendency to perform words into actions
- Drive - inner motivation to pursue goals
- Leadership motivation – need for socialised power to accomplish team or organisational goals

Competency Perspective of Leadership

- Self-confidence – belief in his/her own leadership skills and ability to achieve objectives.
- Intelligence – above-average cognitive ability, needed to process enormous amounts of information.
- Knowledge of the business – understanding of the company's environment, to make more intuitive decisions

Cross-cultural and Gender Issues

- Cultural shapes the leader's values and norms which influence his or her decisions and actions.
- Global leadership due to Globalization: number of countries and their different cultures become to influence the activities of relevant organization regionally and it will have impact on mother's company's decision making.

Cross-cultural and Gender Issues

Gender Differences in leadership:

- Women lead differently from men.
- Women have an interactive style which includes more people-oriented and participative leadership
- More relationship-oriented, cooperative, nurturing and emotional in their leadership roles.

Glass Ceiling in Leadership

- Role stereotyping??

Glass Ceiling – Social barrier preventing women from being promoted to top jobs in management.(Google)

In Australia, nearly 22%

- Male(4,943), Female(1,019)

Globally, 5.4%

Norway has the highest percentage- 13.4%