

Autumn Phelan

Ms.Dasher

AP English Literature and Composition

28 November 2017

Leadership: How has leadership evolved and what is restricting women from becoming leaders?

Leadership has always existed, but it has not it remained the same. In the past, leadership roles were filled by white men. These leadership roles have slowly become more accessible to women, but the ratio of women in leadership is far lower than the ratio for male leaders. Diverse leaders include a range of different backgrounds and perspectives; diversity is a necessity for progress. Leaders and how they are perceived will change as women are able to break through societal boundaries and take more leadership roles.

Leadership is essential for unity among a group of people. Over time, as society changes so does leadership. Early leaders often did not understand the importance of the people. They focused on winning territories and the spoils of war; their rules did not last long nor did they end well. King Louis XVI, the last king of France, was a reckless leader. The King held lavish parties while his people were starving. The French Revolution triggered the end of absolute monarchies around the globe, and inspired Americans to fight against Great Britain. Ohio State University's History Teaching Institute published an article stating, "Politically, the governmental structure of the revolution moved from an absolute monarchy, to a constitutional monarchy, to a republic." Another monumental revolution was the Industrial Revolution. Gregory Stone Ph.D., a professor in school of business in leadership, wrote, "The Industrial Revolution shifted America's economy from an agriculture base to An industrial one and, thereby, ushered in a change in how

leaders would treat their followers." Change invites change; the changing economy led to a change in leadership. "Leader focus had moved to understanding the relationship between the leaders actions in the followers satisfaction and productivity,"(Stone). Leaders originally considered workers to be machines and pushed workers to death in order to maximize profits; they realized that method did not work. If the worker was satisfied by the company then the worker would, in turn, satisfy the company with better production. The current age is known as the information age. The information age has brought forth more challenges for leaders; "The online world has guarantee that every remark about your business and every change you implement will trigger a viral frenzy of second guessing," Carl Bartz, CEO of Yahoo. Leaders now cope with the uncertainty of their decisions in the public eye. Even though changes in leadership bring challenges those challenges lead to progress; women are slowly destroying the glass barrier.

The glass ceiling is the name of the invisible barrier that restricts females from advancing in our world based on society's views. Throughout history women have been striving for equal rights; hard work and determination have led to the lifestyle women are able to live now. The rights to vote, own land, have a job, and getting education came at a cost from brave women in a patriarchal Society. The first women's rights convention took place in Seneca Falls, New York in 1848. Men and women gathered for meeting concerning Women's Suffrage, "Women, like men, were citizens with an alienable right to the elective franchise,"(History.com). This is a monumental event in powering women with the ability to convene and get support from men about equal rights. In 1933 Frances Perkins, a progressive reformer, served as President Franklin D. Roosevelt's Secretary of Labor; She was the first female on the president's cabinet. Later,

President Ronald Reagan nominated Sandra Day O'Connor to be on the Supreme Court; she was the first female on the Supreme Court. The first female presidential nominee of a major party with Hillary Clinton, even though The United States of America has not had a female president, "73% expect to see a female president in their lifetime," (Pew Research Center). The glass ceiling is cracked but we have yet to breakthrough.

One of the many obstacles that restrict women is how society views them, in contrast, to how men are perceived. Victoria Brescoll, a Yale professor, studies the impact of stereotypes within an organization and the impact on the individual status and power; Victoria states, "Traditional organizational powered dominance behaviors like talking a lot or expressing anger, really only work with men." Women generally lose status by behaving in a stereotypical masculine fashion. Behaviors are now being classified by what is acceptable for a specific gender. What makes this behavior only acceptable for men? Pew Research Center releases a survey pertaining to women and leadership. "Most Americans find women indistinguishable from men on key leadership traits such as intelligence and capacity for innovation, with many saying they're stronger than men in terms of being compassionate and organized Leaders." Women are seen as indistinguishable in terms of intelligent innovation, but only 20% of the Senate is represented by females. Karen Lefton, an attorney in Akron, Ohio, was interviewed by Betty Lin Fisher, a writer for Akron Beacon Journal. Karen asked, "How can we put the young people in minorities and Immigrant population in position to use their skills in town for the good of the community?" She then responded, "Many of them can't because for one reason or another they don't fit into that mold." Americans unintentionally have a stereotypical mold for what they

perceive as a perfect leader, but there is no such thing as a perfect leader. Leaders are tasked with making decisions in there is not a specific guideline as to how they do their job. There are people who were born to be leaders but were rejected by society based on appearance or genetics, not based on the qualifications. According to Pew Research, "44% say it's only a matter of time before as many women are in top executive positions as men." Less than half of the surveyed Americans believe there will be equality in executive positions even though 50.8 percent of the US population is female,(U.S. Census).

"Sexual discrimination often keeps most women out of senior managerial positions; This creates the stereotypical image in the general psyche of society that men are more stable than women in terms of intellect emotion, and In terms of achievement,"(UK Essays). Women are equal in intellect and achievement as proven by earlier Pew Research; The barrier stopping women from becoming equals in leadership is known as the glass ceiling. The barrier stopping women from becoming equal in leadership is known as the glass ceiling. "Women hold 4.6 percent of CEO positions," May Ortega, a colorado CEO. Ms. Ortega also states, "you can go to seminars, take classes, have mentors, and all different kinds of things, but the leadership skills are inherent male or female." inherent meaning You are born with the skills necessary to lead and your gender is not a factor in how good of a leader you are. Leadership positions are difficult for women to obtain because of the way society perceives The female population to lack the skills necessary to lead based solely on gender. Diversity is necessary for progression in society.

Diversity is the act of being different. Progress comes with creativity and innovation. David Day wrote In his dissertation this statement, "In particular the diversity of leaders and followers in terms of culture gender race and ethnicity or sexual orientation has been

infrequently addressed." Diversity means being different; change does not occur unless there's a difference. Diversity is frequently address when referring to colleges in affirmative action. Affirmative action refers to a policy attempting to give favor to those who usually face discrimination in relation to occupation and education. There's no actions to Aiden making leadership roles equally available to people of all of ethnicities or genders. The Military leadership Diversity Commission wrote, " diversity in work terms can lead to greater creativity and innovation." Creative thinkers are a necessity for progress. Individuality and diversity create a society without prejudice. Daniel Jenkins wrote, " interactions With diverse Pierce participation in diversity related courses in activities inside and outside of residence halls inspire students to challenge their own prejudices and promote inclusion and social justice." Diversity opens the minds of these young students to worldwide issues, and inspires them to become innovative in order to solve these complex problems, but some are not able to, if they are restricted by society's prejudices. Victoria Brescoll states, " it can and should be a competitive edge for them." When leaders include followers in the making of decisions It allows the leader to create buy-in. Followers are more likely to invest themselves if they feel included. Leadership has evolved as society changes.

Leadership has come along way; predominantly, White male leaders are slowly shifting to a more diverse representation. Although women have not destroyed the glass ceiling, Majority of Americans expect there to be a female president. Women performing at the same level as men in leadership positions but society perceives women to be unstable and lacking in skills necessary to lead. Leadership positions may. be difficult to obtain, but women will strive for equality. Diversity is mandatory for progress having diversity in both leaders and followers

promote inclusion and an end to social prejudices. " Projections are that by 2050 the US will have more racial and ethnic minorities than whites ( Ryler2004). I predict that by 2050 women and minorities will have more leadership positions. Leadership is constantly shifting; it will continue to progress as humanity advances.

## Work Cited

- Brescoll, Victoria L. "What do leaders need to understand about diversity?" *Yale Insights*, edited by Jonathan T.F. Weisberg, 1 Jan. 2011, insights.som.yale.edu/insights/what-do-leaders-need-to-understand-about-diversity. Accessed 26 Sept. 2017.
- Bump, Phillip. "The new Congress is 80 percent white, 80 percent male and 92 percent Christian." *The Washington Post*, www.washingtonpost.com/news/the-fix/wp/2015/01/05/the-new-congress-is-80-percent-white-80-percent-male-and-92-percent-christian/?utm\_term=.f28ee7238aa2. Accessed 29 Sept. 2017.
- Day, David V., and John Antonakis. *Leadership: Past, Present, and Future*. <https://pdfs.semanticscholar.org/pdfs/semanticscholar.org/9db4/7258fd8d311f842407cd8a70cf5706713893.pdf>. Accessed 27 Sept. 2017.
- Economist*, 13 Nov. 2009, www.economist.com/node/14742618. Accessed 27 Nov. 2017.
- "Effective Diversity LeadershipML." *Military Leadership Diversity Commission*, 2010. *Military Leadership Diversity Commission*, diversity.defense.gov/Portals/51/Documents/Resources/Commission/docs/Issue%20Papers/Paper%2029%20-%20Effective%20Diversity%20Leadership.pdf. Accessed 27 Sept. 2017.
- "Famous First in Women's History." *History.com*, www.history.com/topics/womens-history/famous-firsts-in-womens-history. Accessed 2010.
- "The French Revolution." *History Teaching Institute @Ohio State University*, hti.osu.edu/history-lesson-plans/european-history/french-revolution.
- Jenkins, Daniel M., "The development of leadership skills through diversity of student organizational leadership" (2007). GraduateTheses and Dissertations.<http://scholarcommons.usf.edu/etd/2229>
- "Leadership Ethnic Gender." UKessays.com. 11 2013. All Answers Ltd. 09 2017 <<https://www.ukessays.com/dissertation/examples/management/leadership-ethnic-gender.php?cref=1>>
- Lin-Fisher, Betty. "In Akron, White Men Rule. Will It Change?." *Akron Beacon Journal (OH)*, 23 Feb. 2015. EBSCOhost, proxygsu-sche.galileo.usg.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nfh&AN=2W618545933&site=ehost-live.
- Ortega, May. "Colorado CEO: Leadership Skills Are Inherent, Not Related to Gender." *Gazette, the (Colorado Springs, CO)*, 20 July 2016. EBSCOhost, proxygsu-sche.galileo.usg.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nfh&AN=2W63495035205&site=ehost-live.
- Stone, A. Gregory, and Kathleen Patterson. "The History of Leadership Focus."

PDF file, 2005.

[http://www.regent.edu/acad/global/publications/sl\\_proceedings/2005/stone\\_history.pdf](http://www.regent.edu/acad/global/publications/sl_proceedings/2005/stone_history.pdf)

*U.S. Census Bureau Projections Show a Slower Growing, Older, More Diverse Nation a Half Century from Now.* 2012. *U.S. Census*, [www.census.gov/newsroom/releases/archives/population/cb12-243.html](http://www.census.gov/newsroom/releases/archives/population/cb12-243.html). Accessed 10 Oct. 2017. Map

*United States Census*, 26 May 2011, [www.census.gov/2010census/news/releases/operations/cb11-cn147.html](http://www.census.gov/2010census/news/releases/operations/cb11-cn147.html). Accessed 27 Nov. 2017.

"Women and Leadership." *Pew Research Center*, 14 Jan. 2015, [www.pewsocialtrends.org/2015/01/14/women-and-leadership/](http://www.pewsocialtrends.org/2015/01/14/women-and-leadership/). Accessed 27 Sept. 2017.