

Women's Leadership



"The dearth of women in high positions does not have a single, simple cause. Rather, women encounter a labyrinth—that is, they navigate complex, often indirect and discontinuous paths toward leadership. Understanding these challenges is key to overcoming them and eventually removing the obstacles that have made women rare in powerful roles."

— Alice Eagly

Why do we have so few women leaders?

Sticky floors, labyrinths, concrete ceilings and the double bind are some of the answers.

And unconscious bias has a major role to play as well. Germaine Greer thinks women are just too polite. Sheryl Sandberg urges women to lean in. We used to talk about the glass ceiling; that's got a place. But complex reasons hinder women moving into leadership roles.

So what should women do to develop as leaders?

Work at it, talk about it, and develop strategies to help define women's individual leadership & brands.

Women can set their agendas and lead in a way that's authentic and true to their perspectives and experiences. The case for women developing as leaders, with other women, is powerful.

We've seen it and experienced the results.

Why work with us?

Our programmes are based on key research—international and from New Zealand. They're also intensely practical. They're a chance to reflect, sit at the table, take in the bigger picture and then move forward. Confidence and competence are both important. Recognising and tackling the imposter syndrome is a key challenge.

Women will be able to reflect on situations of unconscious bias, micro aggressions and systemic sexism in a safe environment.

Work with us to unravel the complex interplay of systems, attitudes and behaviours that create female-unfriendly workplaces and leadership environments. Then we'll piece together a proactive and individualised plan for action.

Given the level of complexity, we predict you'll need a customised programme. Call us to find out how we can tailor a solution for you.

**To find out more call us on
04 472 6267 or email us at
office@trainingpractice.co.nz**

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