

THE EVOLVING ROLE OF WOMEN IN LEADERSHIP AND DECISION MAKING.

A. INTRODUCTION

The role of women in leadership and decision-making has undergone significant transformation and women increasingly shattering glass ceiling and redefining corporate landscape. This shift is driven by the recognition of immense value women leaders bring to organizations, including diverse perspectives, innovation and success.

B. An eye's view on role of women in leadership and decision making.

C. Benefits of women in leadership

- i- Enhanced creativity and innovation-
- ii- Improved decision making.
- iii- Better financial performance.
- iv- Increase employee satisfaction

D- Challenges faced by women in Leadership

- i- Gender biases and stereotypes
- ii- Lack of representation
- iii- Limited access to mentorship and Sponsors
- iv- Work-life balance

E- Strategies for advancing women in Leadership

- i- Leadership development programs.
- ii- Diversity and inclusion initiatives.
- iii- Mentorship and sponsorship
- iv- Flexible work arrangements.

F- CONCLUSION.

INTRODUCTION:

There is no limit to what we, as women, can accomplish.

Michelle Obama

Women are known as the backbone of any society. They play vital role in family planning, children growth and lead their houses. So, women in this contemporary world merged as priceless asset. In education, they are getting more success. If five years ago one girl/woman was educated out 10-15, but now situation and circumstances are different, today the ratio of girls education is more. As someone said, **"Educate a girl, educate a nation."** It identifies the importance of girls involvement in education. If their involvement is praisable in education, then their role in leadership and decision-making must be praisable. Now, it is necessary to discuss the benefits of women in leadership. Firstly, involvement of women in leadership can bring and enhance creativity & innovation. Moreover, decision-making would be improved through women engagement. Simultaneously, women faces certain challenges. Gender biases and stereotypes are the main causes of women's decline in leadership. Another cause would be work life balance. However by implementing some strategies, it can be possible to advance women in leadership.

By providing leadership development programs and diversity & inclusion can make possible and enhance women's role in leadership and decision making.

Hence, the role of women in leadership and decision making has undergone significant transformation, with women increasingly shattering glass ceilings and redrawing corporate landscapes. This shift is driven by the immense value women leaders bring to organizations, including diverse perspectives, innovation and success.

Role of women in decision-making and leadership can be obtained from this that if a woman is operating whole house and manage every person. ~~the~~ women have capabilities to manage leadership and decision-making in an efficient and an effective way. This is proved in our daily life's example. A woman proved herself as a best daughter, wife and mother. ~~All roles she play~~ she plays all roles significantly. In 2021, Ngozi Okonjo-Iweala became the first woman and the first African to lead the ^{low} World Trade Organization (WTO), exemplifying women breaking global leadership barriers. This is not only one example, but also there are lot of example to be quoted on women's leadership. ~~the~~ involvement of women in leadership and decision-making brings innovative ~~ideas~~ and creative ideas - Also women is considered as best diplomat

As, she has naturally powers to make decision rather how much tough it is.

Therefore, involvement of women in decision-making and leadership would be proved beneficial. Because it brings creativity and innovation in decisions. Creativity and innovation are two to interconnected words which tell that: Any new ideas (which is not available before) and to solve any existing problems. Teams with gender diversity are more likely to experiment and take calculated risks, leading to more innovation (According to Harvard business review 2019).

~~Imagine if a woman~~ There is competition in an Institute of bringing new innovative and creative ideas. Women always on first line because of their creative and innovative ideas. At PepsiCo, former CEO Indra Nooyi emphasized product innovation and healthier product lines, helping reshape the company's global image.

This example proves the competency of a woman.

Simultaneously, by involving in leadership and decision-making, the decision making would be improved. We all live with families, and we know the role of women in decision making in our family. Women always make great decisions.

In traditional families, when head of the family is facing any issue or problem he always takes advice from the women, who is in the shape of mother, wife or sister. In Urdu there is saying

Saying that every ~~succeed~~ person woman is standing behind every successful person.
(كل ناجح يقف وراءه امرأة ناجحة).

Research by ~~clow~~ pop (2017) found that inclusive teams make better decisions up to 87% of the time. This ~~extra~~ fact is proved that women play significant role in decision-making and leadership.

Moreover, women are characterised as best financial administrators. It is said that if a man can not ~~can~~ ^{have} a lunch in 50 rupees, on the same time, a woman would have lunch ~~for~~ with same 50 rupees.

A McKinsey & Company report (2020)

revealed that companies in the top quartile for gender diversity on executive teams were 25% more likely to have above

average profitability. This is valid example which exemplifies the role of a woman as financial administrator. Although, today in modern world most of the salaried person give their salary to a woman for managing whole expenses of a house for a month.

Furthermore, women always feel happy on small achievements. Naturally, women are emotionally they feel happy on small acts of goods and they worried on small sorrows.

So, women as an employee is more ~~st~~ satisfied than man. And turnover of a woman is also low as compare to man. According to the

Deloitte's Global Women in the Boardroom boardroom report, companies with at least 30% women in leadership roles or reports

a 25% increase in employee engagement and satisfaction. This defines that where women are on leading roles, their employees would be satisfied and there is no any employees turnover take place. On the other hand, Unilever has reported high employee engagement after committing to gender parity, with 50% of management positions held by women as of 2020.

Challengely, women faces Gender biases and stereotypes in decision-making and leadership. We still think of a powerful man as a born leader and a powerful woman as an anomaly.

- Margaret Atwood.

This quotation of Margaret Atwood showing the mental approach of a society where a woman is fragile and man is strong. In the modern world women are equal to men.

What men are doing women are emerging in that department slowly and gradually.

As A world Economic forum (WEF) 2023 report showed that it will take another 131 years to close the global gender gap at the current pace. This is the reality which world economic forum shows that how a woman suppressed and how a man is known as to be king.

Lack of representation is another challenge which faces women in decision-making and leadership. Today, it is quite impossible to seeing 50% gender representation of few women in any department. In the time of Artificial intelligence women are getting being killed in the name of

-honor. In this time women is not given consent to marriage then how they would get representation in decision-making and leadership? History of United States is starting from 1776 but recently a woman was given the role of vice-president (Kamala Harris). If this situation in developed and powerful country of the world then what would be the situation of 3rd world countries-

Therefore, women have not proper guidance (mentorship) and sponsorship.

You can't be what you can't see.
Marian Wright Edelman,
Founder of the Children Defense
Fund.

This quotation quietly gives the direction that a woman would learn what she will be, as someone said that a man is known by the company he keeps. But here women have not the company even they are not allowed to go out of the house. So, how they would guidance until they go out of the house. If proper guidance and sponsorship would provide women, then they would be priceless asset of a country.

Balancing work-life is another challenge for a woman. Managing, house, job, relationship and social circle is too difficult. Today time not only spends but also flies. And in this time

all these things are difficult. In our societies, when girl would be adult, their marriage occurs and after one to two year she ~~just~~ would be mother. Women have not much time to learn and implement strategies. A PwC Women in Work survey (2022) reported that 97% of women believe flexible work option could negatively impact their promotion prospects. This report shows the realities and problems which are being faced by a woman.

Strategically, these all challenges which are mentioned above can be solved through strategies. Leadership Development program is one of the strategies. Through women can be developed and making sure their role in decision-making and leadership. Goldman Sachs "Returnship" program targets women returning to the workforce offering structured leadership development. By starting like above program, women would be polished and they play their active role in decision-making and leadership. By empowering women with technical courses which being introduced by National Vocational Training Center (NAVTC) and Technical Vocational Training Center (TVTC). Through these skillful learning course women will earn themselves and contribute in society significantly.

Lastly, Diversity and inclusion initiative provide a peaceful environment where women learn and ~~in~~ later implement decisions.

According to Deloitte 2021 report, Organisations with inclusive cultures are 60% more likely improve their reputation. Inclusive and diversity provides an environment of learning. Through diversity everyone will try to perform well. And in this race women will take benefits. In Conclusion, role of women in decision-making and leadership is admirable.

|| When women lead, we all win. ||
- Melinda Gates.

This is not only quotation but also a philosophy. Exactly it is truth when women lead we surely win. Because women help everyone to achieve goals by heart and soul. The Nordic countries, with strong female leadership (e.g. Sanna Marin, former Prime Minister of Finland), consistently ~~the~~ top the Global gender gap Index, showing the link between gender parity and national development. As women counted as best decision makers, ^{and} financial administrators through their critical and innovative ideas. On the other hand, women faces such challenges while decision-making and playing active role in leadership. which are Gender biases and stereotypes and lack of representation but through various strategies these challenges can be mitigated like: Diversity and inclusive initiative, leadership and development

programs. After implementing these strategies the role of women would be more active as, World Economic forum notes that increasing women's participation in the workforce could add \$28 trillion to global GDP by 2025.