

Shaping and Empowerment of Female Strategic Leadership: An Inclusive Analysis in Leadership Equality

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Abstract: With the progress of society and the increasing awareness of gender equality, more and more women are beginning to emerge as leaders in various fields. However, women still face many challenges and difficulties in leadership positions. This study aims to deeply explore the dilemmas and challenges faced by female leaders in organizations, and provide useful revelations and suggestions for organizations and society to promote gender equality and the growth and development of female leaders. The study used qualitative research methods to conduct an in-depth study of shaping and empowering women's strategic leadership: leading for equality. The results show that the role and positioning, capabilities and strategies, growth and promotion, leadership style and culture of female leaders constitute a comprehensive and multi-layered topic. In organizations, female leaders play the role of decision-makers and team builders, paying attention to detail and emotion, while facing the challenge of balancing family and career. They demonstrate excellent communication, decision-making, innovation and change abilities, as well as a focus on long-term effects and sustainable development. However, gender discrimination and family responsibilities remain obstacles to their promotion and development. In order to empower female leaders, organizations should provide training and development opportunities, build inclusive leadership teams, and society needs to strengthen gender equality education and break stereotypes. Overall, by working to promote the development of female leaders, we can hopefully achieve gender equality and drive organizational prosperity and progress.

Keywords: Shaping; Empowering; Strategic Leadership; Leading for Equality; Inclusion.

1. Introduction

Female leadership is becoming more and more influential around the world, with women playing an integral role in higher education, government, and organizations of all types. However, despite the increasing number of female leaders, they still face many challenges and obstacles that restrict their promotion and career development. These barriers include social stereotypes, traditional cultural norms, and female-specific physical and psychological characteristics, which are non-institutional barriers. Despite this, female leaders continue to demonstrate outstanding leadership qualities and charisma, making significant contributions to social progress and economic development.

Research on female leadership is a hot topic in current academic circles. Although China's exploration in this field is still in its early stages, it has made significant progress. This study on female leadership of university teachers will help improve the leadership capabilities of this group, promote the development of female teachers themselves, and benefit universities and society. Studying the growth of female leadership in higher education from a gender perspective can help provide a more complete understanding of this unique group of female leaders. It also contributes to the overall understanding of women's careers, helps change traditional feudal ideologies associated with patriarchal power dynamics and male superiority, and further advances the Marxist view of women [2]. In addition, it enriches leadership theory, deepens the understanding of female leadership, and promotes the continuous improvement and development of leadership theory and disciplines.

The practical significance of improving women's leadership capabilities and standards extends to society. Women have a sacred responsibility in giving birth to life and procreating future generations for mankind and deserve more attention. The proportion and structure of female leading cadres are important indicators that reflect a country's modernization and scientific and civilized development. Female leaders in colleges and universities must not only have high-level organizational, coordination, and planning abilities, but also have strong scientific decision-making abilities. The effective improvement of women's leadership capabilities has positive and practical significance for alleviating gender discrimination against women, promoting the sustainable development of women's careers, enhancing the social identity of contemporary female leaders, and creating promotion opportunities.

At the same time, in organizational management, female leaders' characteristics such as friendliness, meticulousness, and empathy play a decisive role. Understanding the components and influencing factors of female teachers' leadership in colleges and universities, combined with the specific characteristics of female teachers, and comprehensively improving their leadership capabilities will contribute to gender equality in higher education management. Female university leaders are outstanding examples of intellectual women, representing self-esteem, self-confidence and continuous self-improvement. Not only have they made significant contributions to the development of higher education, but they also embody the unique connotation of female leadership with their tenacity, resilience and selfless dedication. For most women, these leaders are educational

role models and female role models who embody exemplary values.

To sum up, female leadership is becoming more and more influential around the world, but it also faces various challenges and obstacles. By studying female leadership among university teachers, there is an opportunity to improve the ability and level of female leadership and promote gender equality and sustainable social development. Understanding and paying attention to female leadership not only helps to change traditional patriarchal concepts, but also promotes the development and improvement of leadership theories and disciplines. Therefore, it is necessary to further strengthen research and practical work on female leadership and create more opportunities and space for women's career development and advancement.

2. Statement of the Problem

The study focuses on female faculty's perceptions of female faculty leadership, exploring the perceptions and support of female leadership among male and female faculty and administrators within the university, as well as the key challenges female leaders face in career development and taking on responsibilities. Leadership role. Additionally, research explores the experiences and strategies of successful female leaders in overcoming gender-related barriers. These studies contribute to a deeper understanding of female leadership development in higher education and provide support and guidance for promoting gender equality and leadership.

3. Scope and Delimitation of the Study

This chapter describes the research design, study location, sampling method, research instruments, interview collection procedures, ethical considerations, and statistical treatments to be used after categorizing the interviews.

4. Theoretical Framework

This study was anchored On the Glass Ceiling Theory. The glass ceiling is a metaphorical term that describes an invisible barrier that prevents certain individuals, particularly women and minorities from advancing higher positions in their careers. The term is commonly used to describe the difficulties faced by women and minorities when trying to move to higher roles in a male- dominated corporate hierarchy. The barriers are most often unwritten meaning that these individuals are most likely to be restricted from advancing through accepted norms and implicit biases rather than defined corporate policies Lewis. The term was invented to apply to major economic organizations, like corporaions, but later began to be applied to unvisible limits above which women had not risen in other fields.

4.1. Gender Theory

With regard to gender and biological sex, the relationship between the two is not mutually exclusive, but rather related and mutually influencing. Biological sex is a biological attribute characteristic that comes with nature and cannot be easily changed. Gender is influenced by culture and gradually develops into gender differences through specific practical roles. Among them, the differences emphasized by gender arise from society's expectations for different aspects of the sexes, as well as social systems and social culture norms on the division of roles between the sexes, clothing and clothing.

The purpose of adopting gender is that the biological attributes brought about by gender can evolve under the influence of social culture. Thus, gender theory emphasizes gender differences and gender relations that are defined by social culture and institutions.

Thanks to the emergence of feminist thought in the West, gender theory has gradually developed in the practice of feminist movements and has been applied in the field of policy. The main contents of gender theory include gender differences, gender role shaping, and gender system. Among them, gender differences are historical, for example, in China, it has long been influenced by the Confucian concept that men are superior to female and that men inherit family business, and these influences are still difficult to eliminate even in today's social environment of economic development and cultural diversity. Gender role shaping describes which activities, tasks, and responsibilities belong to men or female, and thus is branded with gender culture. For example, in the traditional Chinese concept, female play the role of mothers, including taking care of children and taking care of household chores. The male role of father is mostly responsible for providing financial support for the family and engaging in external production. female have a lower social status than men in this trend of social roles. The gender system refers to the system in which the state affects the status of men and female in social and family life through institutional public policies, such as gender discrimination in the workplace, and it is difficult for female leaders to be promoted to the decision-making level.

Gender theory encourages the pursuit of female individuals to break free from the inherent social stereotypes that restrict the activities and social roles of the sexes, and can independently locate their own gender roles and identities according to their own needs. In gender theory, social culture plays a large role in its formation. In the process of social development, gender concepts change with the development of social culture and human cognition, and there are differences in different social atmospheres, so gender concepts are not static. Issues related to female should be explored by considering female's social culture, dynamic social environment, gender relations and power structures, rather than focusing solely on female's leadership itself. Gender is an essential response to social relations, gender theory takes the relationship between female and men as the most basic relationship level in society, through the perspective of gender theory to understand and explore the influencing factors and promotion of female leadership in colleges and universities, can better explore the problem and origin.

4.2. Leadership Theory

4.2.1. Theory of Leadership Traits

Leadership trait theories have been developed over a long period of time, initially starting with the search for common traits among great leaders. For example, such leaders as Napoleon, Churchill, Stalin, Mao Zedong, etc. In the later period, some new views gradually emerged. The previous research and explained that these characteristics are not all innate, but can be exercised in practice through acquired efforts [11]. The common characteristics of effective leaders in Management are summarized as: hard work and desire to succeed; a strong desire for power; Integrity and integrity, consistent in words and deeds; Be confident; Pursue knowledge and information. Each leader has his own

leadership style due to different characteristics, and in addition, leaders are also affected by factors such as the situation and the state of their followers, which is the deficiency of leadership trait theory.

4.2.2. Leadership Style Theory

Includes transactional, servant, ethical and transformational leadership styles. Because the large and complex management problems could not be explained by early leadership theories, scholars began to study the analysis of leadership from the perspective of injustice, and transformational leadership was born. Transformational leadership refers to the process in which leaders communicate the corporate vision to their subordinates, promote subordinate employees to realize the meaning of the work they are responsible for and actively take responsibility, and leaders give care and guidance to subordinates, thereby cultivating the process of stimulating employees' potential and continuously achieving organizational goals. Transformational leadership emphasizes the role model of leadership behavior and the degree of concern for the needs of subordinates, the power of leadership comes from the knowledge of leaders and their control of uncertainty, leaders use organizational responsibility, vision creation and publicity to promote organizational change, which is conducive to cultivating the creativity of subordinate employees.

5. Research Object

The research object of this topic is the shaping and empowerment of women's strategic leadership, especially the inclusive analysis in terms of leadership equality. The study aims to provide an in-depth look at the challenges and barriers faced by women in leadership positions and how to enhance the strategic capabilities and influence of female leaders through empowerment and support. At the same time, the research also focuses on how to build an inclusive environment so that female leaders can fully realize their potential and make greater contributions to the development of society and organizations.

6. METHODOLOGY

6.1. Research Design

This study will employ a qualitative research design. To explore and analyze the problems of improving the leadership of female teachers in colleges and universities and to propose countermeasures. Through qualitative research, changes and trends can be quantified to more accurately measure the progress of women's leadership. This is crucial for monitoring and evaluating the effectiveness of promotion strategies, and provides scientific basis for policy and decision-making to better guide action.

This study will also use the narrative analysis method of qualitative research analysis to explore the factors influencing the leadership of female teachers in colleges and universities, and propose strategies to improve the leadership of female teachers in colleges and universities. The interview content collection method of this study mainly starts from the perspective of female college teachers, using their subjective consciousness to describe and interpret how to improve female leadership.

6.2. Research Participants

The researcher will select 20 female teachers from Shangrao Normal University, Nanchang Normal University, Pingxiang College, Yichun College and Xinyu College as the research subjects, with a total of 100 respondents. These include female teachers who are mainly teaching and research-oriented teachers and female teachers who hold administrative positions.

6.3. Research Instruments

An open-ended Questionnaire will be utilized for the focus group discussion

This is an exploratory study to explore the influencing factors and improvement strategies of female teachers' leadership in colleges and universities. Therefore, exploratory studies do not pay special attention to generality, nor do they pay special attention to the representativeness of samples.

Intentional sampling is a non-probability sampling method in which the researcher selects the members of the sample based on their own judgment. This method is often used when researchers believe that they can obtain a representative sample using good judgment, which saves time and money.

Under intentional sampling the researcher will utilize purposive and snowball sampling in the non-probability sampling method to select female administrative leaders and academic leaders of Shangrao Normal University (S) respectively, and it is expected to conduct at least 2-3 in-depth interviews with 20 female leaders from the five universities. The sampling principle is different from quantitative research, and qualitative research does not fully comply with the sampling rules and procedures of quantitative research. The reason is that qualitative research focuses on obtaining a more in-depth and detailed explanatory understanding of the research subjects, and the number of research objects is generally relatively small, and there is no need to adopt probability sampling.

6.4. Criteria for Participant Selection

First. They are executive or academic leaders with the title of associate professor or above they have been working in colleges and universities for more than 10 years and have their own views and say on the leadership development of female teachers in colleges and universities. Second, they have all started families and had children. Third, field of specialization should be in the field of natural sciences, humanities and social science since the same policies in the selection of leaders are applied.

6.5. Data Gathering Procedure

The focus of this research data collection is mainly on the personal experience and work situation of the respondents. The method of data collection is in-depth interviews, in which an interview outline is prepared for each interviewee prior to the interview. The design of the interview outline includes four steps: On the basis of literature review, the researcher will list the possible influencing factors of female teachers' leadership in colleges and universities, such as personal, family, school, institutional factors, etc., Develop specific interview questions around the above factors. Further think about the order, content and sentence structure of the interview and assess the wording, content and form of the question that may affect the respondent's response.

The interviewer will record with the consent of the interviewee and transcribe the recording verbatim into text.

Depending on the needs of the study, at least two rounds of qualitative data collection will be carried out. The second round of data collection will be carried out after the completion of the analysis of the first round of data. It aims to deepen the understanding of the data that has been collected and to continue the search for possible explanations.

Not only do you make some necessary simple notes during the interview, but also immediately after each interview, researcher will make a more detailed record and start listening to the recording to transcribe and record it.

After all the interviewee's recorded interview recordings will be transcribed and checked, the narratives told by each interviewee will be grouped into personal characteristics and experiences:

Group1: Basic information: including the age of the respondents (age, job title, number of children at the time of the interview); Educational attainment.

Group2: Respondents' living conditions: including work and family life.

Group3: personal characteristics of the respondents: including personality and outlook on life.

Group 4: Respondents' understanding of leadership.

Group5: Respondents' attitudes towards leadership development.

Group 6: Respondents' impressions after the interview.

According to the content of the above six groups, the interviewee's narrative fragments are summarized in each group according to the specific events of personal growth, to present each respondent's perspective on work and leadership. After that, listen to the recording, and try to recall the situation when interviewing the interviewee in person, and try to connect the above content from the subjective perspective of the interviewee in the first person, to form each interviewee's unique personal opinion.

After analyzing the different views of female teachers on leadership, further explore the respondents' views or approaches to the same or different issues in a categorical manner. After classification and induction, some conspicuous, representative or general content and speech, etc. are excerpted, and data analysis is done. While analyzing the data, refer to the aforementioned concepts and theories as the basis for analyzing the data.

After analyzing the influencing factors of female college teachers' leadership, the researcher use the social support network to conduct overall analysis from the micro, meso and macro levels, that is, the individual female teachers of colleges and universities, families, communities, university environment and policies and social environment of relevant departments, so as to construct assumptions on the emerging interpretations, if you are not clear about something a participant had said, or written, you may send him/her a request to verify either what he/she meant or the interpretation you made based on that. Secondly, it is common to have a follow-up, "validation interview" that is, in itself, a tool for validating your findings and verifying whether they could be applied to individual participants (Buchbinder, 2011), in order to determine outlying, or negative, cases and to re-evaluate your understanding of a given concept (see further below). Finally, member checking, in its most commonly adopted form, may be carried out by sending the interview transcripts to the participants and asking them to read them and provide any necessary comments or corrections.

6.6. Data Analysis

The data analysis method of this study refers to Labov's classification and the basic concept of narrative analysis proposed by Riessman, and the level of experience and representation is carried out. Citing Mishler, Riessman argues that the work of transcribing experience is very important in the research approach to narrative analysis. Because different transcription rules will lead to different interpretations and ideologies, the final appearance and composition will also be very different. Therefore, in the process of data transcription, a lot of time is carried out to complete the work of transcribing the material and continuously recording and reading the transcribed material, and categorizing the material according to the subject.

6.7. Ethical Considerations

The research procedure for this study was guided by ethical issues, which played a crucial role. To safeguard the integrity and wellbeing of both participants and the study endeavor, several fundamental ethical norms were adhered to. Prior to the commencement of the study, explicit agreement will be obtained from all respondents who were involved in the research. The participants will be furnished with comprehensive and precise information regarding the research aims, methodologies, and any advantages or drawbacks. The respondents will be asked for their voluntarily consent to participate in the study, and stringent measures will be implemented to ensure the maintenance of their confidentiality throughout the research procedure. The researchers will guarantee that the identity of the participants will not be disclosed in any reports, findings, or related publications. Participants will be confident that their responses to the interview will be kept confidential.

Furthermore, the research adheres to the notion of beneficence. Every possible measure will be taken to mitigate any potential adverse effects or discomfort experienced by the subjects. The survey instrument employed for data acquisition was intentionally crafted to ensure little intrusion and to demonstrate consideration for the respondents time and schedules. The preservation of privacy and confidentiality was regarded as crucial ethical principles. The data that will be obtained from the respondents will undergo a process of anonymization and aggregation, so guaranteeing that the research conclusions will not contain any identifiable information about specific individuals. This measure will ensure the confidentiality of the respondents and shield them from possible consequences. To Comply with data protection regulations and standards to protect research data. The researcher will ensure the secure storage and transmission of research data to prevent unauthorized access or disclosure.

The researcher will carry out the study with dedication to maintain integrity and ensuring accuracy. The process of data analysis and reporting will be conducted in an objective manner, ensuring that there was no presence of bias or manipulation of the results. This approach will be adopted to uphold the credibility of the research findings. The researcher will ensure the absence of any discriminatory or biased treatment towards the subjects, irrespective of their gender attributes or affiliations. The inclusion of male and female from various backgrounds and institutions in the selection process demonstrates a strong dedication to promoting fairness and equality.

Finally, the researcher acknowledged the significance of transparency and integrity in effectively disseminating the

research findings. The study findings will be accurately and honestly reported, with full disclosure of any conflicts of interest or funding sources.

7. Results and Analysis

7.1. The Role and Positioning of Female Leaders

The role and positioning of female leaders is a complex and multi-dimensional topic, involving social, cultural, organizational and personal levels. In traditional perceptions, female leaders are often viewed as “outsiders” who face various challenges and biases in male-dominated leadership. However, with the progress of society and the advocacy of gender equality, the roles and positioning of female leaders are gradually changing.

First, female leaders play an important role in organizations. They are not only decision-makers and executors, but also an important force in team building and employee motivation. Female leaders usually pay more attention to details and emotions, are good at listening and communicating, and can build closer team relationships in the leadership process. In addition, female leaders also play an important role in organizational change and innovation. They can guide the organization to adapt to market changes and customer needs, and promote the sustainable development of the organization.

Secondly, female leaders also play multiple roles in the family. Due to the traditional division of gender roles, women usually take on more family responsibilities, including taking care of children and doing housework. This makes female leaders face greater challenges and need to find a balance between family and career. However, as social concepts change, more and more men are also becoming involved in family life, which provides female leaders with more time and energy to pursue career development.

However, female leaders still face many challenges and barriers in organizations. On the one hand, sexism and bias are one of the main obstacles to the promotion and development of female leaders. Due to the limitations of social culture and organizational structure, female leaders are often regarded as "weak" or "accessories" and lack sufficient support and recognition. In addition, female leaders also face conflicts between family and career and need to find a balance to meet the dual needs of family and career.

To better shape and empower women leaders, we need to take a number of steps. First, organizations should provide more training and development opportunities for female leaders to help them improve their leadership capabilities and professionalism. At the same time, organizations should also build inclusive and diverse leadership teams and encourage female leaders to actively participate and contribute. In addition, society should strengthen gender equality education, break gender stereotypes, and create a more equitable social environment for female leaders.

In short, the role and positioning of female leaders is a complex and multi-dimensional topic involving social, cultural, organizational and personal levels. Female leaders play an important role in organizations, not only as decision-makers and executors, but also as an important force in team building and employee motivation. However, they still face many challenges and obstacles, such as gender discrimination and conflicts between family and career. In order to better shape and empower female leaders, we need to take a series of measures, including providing more training and

development opportunities, building inclusive and diverse leadership teams, strengthening gender equality education, etc. Through these efforts, we can promote gender equality and the growth of organizations so that female leaders can play an even more important role in future growth.

7.2. Competencies and Strategies of Female Leaders

The abilities and strategies of female leaders are important topics in female leadership research. In traditional leadership concepts, men are often seen as more suitable for leadership positions, while women are seen as lacking leadership skills. However, with the progress of society and the popularization of the concept of gender equality, more and more women are beginning to hold leadership positions in various fields. Female leaders have demonstrated unique strengths and characteristics in leadership and strategy.

First, female leaders usually have excellent communication and coordination skills. They focus on emotions and relationships, and are good at listening and understanding the needs and expectations of others. This communication and coordination ability makes female leaders more comfortable in team building and employee motivation, and can effectively coordinate the interests of all parties, reach consensus and cooperate.

Secondly, female leaders have excellent decision-making skills. They pay attention to details and practical situations, and are good at weighing the pros and cons and making wise decisions. Female leaders usually do not blindly pursue short-term gains, but focus on long-term effects and sustainable development. Their decision-making style is more cautious and steady, and can bring more stable and reliable development to the organization.

In addition, female leaders also possess excellent innovative thinking and change capabilities. They have the courage to try new methods and ideas and are good at dealing with complex and changeable situations. Female leaders can have a keen insight into market changes and customer needs, and take corresponding measures to change and innovate. This innovative thinking and ability to change are important factors for organizations to succeed in a rapidly changing environment.

When it comes to strategy, female leaders generally focus more on long-term effects and sustainable development. Their strategic vision is broader and they focus on overall interests and synergy. Female leaders are good at formulating feasible and operable strategic plans and being able to implement and execute them effectively. They pay attention to details and actual situations, and are good at weighing various pros and cons to ensure the effectiveness and feasibility of strategies.

However, female leaders still face several challenges and barriers in leadership and strategy. On the one hand, gender discrimination and prejudice still exist, which makes female leaders subject to certain restrictions in promotion and development. On the other hand, the conflict between family and career is also one of the important issues faced by female leaders. To better shape and empower women leaders, we need to take a number of steps. Organizations should provide more training and development opportunities for female leaders to help them improve their leadership capabilities and professionalism. At the same time, organizations should also build inclusive and diverse leadership teams and encourage female leaders to actively participate and contribute. In addition, society should strengthen gender equality education,

break gender stereotypes, and create a more equitable social environment for female leaders.

In short, female leaders have demonstrated unique strengths and characteristics in terms of leadership capabilities and strategies. They have excellent communication and coordination skills, decision-making skills, innovative thinking and change capabilities, and focus on long-term effects and sustainable development. However, female leaders still face several challenges and barriers that need to be addressed. By improving the capabilities and strategic literacy of female leaders, we can promote gender equality and organizational development, allowing female leaders to play a more important role in future development.

7.3. Growth and Promotion of Female Leaders

The growth and promotion of female leaders is a complex and multi-dimensional topic, involving multiple levels of organization, culture, policy and individuals. In traditional organizations, female leaders usually face more challenges and obstacles than men, and their promotion paths are often more tortuous and difficult. However, with the progress of society and the popularization of the concept of gender equality, more and more organizations and institutions have begun to pay attention to the growth and promotion of female leaders and have taken a series of measures to promote gender equality and organizational development.

First, an important challenge that female leaders face in terms of growth and promotion is organizational culture and social biases. In some organizations and industries, there are stereotypes and prejudices against female leaders, believing that they lack leadership skills and confidence, or that they cannot balance family and career. This cultural and social bias limits the promotion opportunities and development space of female leaders, causing them to be unfairly treated and discriminated against in organizations.

To overcome these challenges, organizations and institutions should take a series of measures to promote the growth and promotion of female leaders. First, organizations should establish a fair and just promotion mechanism to ensure that female leaders have equal opportunities for promotion. This includes establishing clear promotion criteria and procedures, as well as establishing effective performance evaluation and reward mechanisms. At the same time, organizations should also strengthen training and guidance for female leaders to help them improve their leadership skills and professionalism, and enhance their self-confidence and self-worth.

Secondly, organizations should actively promote a culture of gender equality and an inclusive environment. By strengthening gender equality education and training, break stereotypes and prejudices against female leaders and create an organizational atmosphere that respects and supports female leaders. In addition, organizations can also provide more opportunities and resources for female leaders to promote their growth and promotion by establishing female leadership development programs and resource sharing platforms.

In addition to organizational efforts, policies and laws are also important factors in promoting the growth and advancement of female leaders. The government can formulate relevant policies and laws to protect women's equal rights and interests in the political, economic and social fields, including employment opportunities, remuneration, and promotion space. In addition, the government can also

encourage companies and organizations to actively cultivate and promote female leaders by providing financial support and tax incentives.

In addition to organizational efforts, personal factors are also one of the important factors affecting the growth and promotion of female leaders. Female leaders need to have confidence, courage and determination to actively strive for and seize promotion opportunities. At the same time, they also need to be good at communication and cooperation, establish good interpersonal relationships and networks, and enhance their influence and popularity. In addition, female leaders also need to focus on self-improvement and learning and growth, and constantly expand their knowledge and skills to adapt to the changing market environment and work needs.

In short, the growth and promotion of female leaders is a complex and multi-dimensional topic that requires efforts and support at multiple levels including organizational, cultural, policy and individual levels. By establishing a fair and just promotion mechanism, promoting the construction of a gender equality culture and inclusive environment, formulating relevant policies and laws, and implementing measures such as personal self-improvement and learning and growth, we can promote the growth and promotion of female leaders and achieve gender equality and Organizational development.

7.4. Leadership Style and Culture of Female Leaders

The leadership style and culture of female leaders is a topic of great concern. With the rise of women in leadership positions, more and more research has begun to explore the leadership styles of female leaders and their impact on organizational culture. Female leaders often have unique leadership styles and values that largely shape their leadership approach and effectiveness.

Female leaders often focus on interpersonal relationships and emotional communication. They tend to build close team relationships, are good at listening and communicating, and can effectively coordinate the interests of all parties. This leadership style helps enhance team cohesion and employee satisfaction, and improves team collaboration and overall performance.

In addition, female leaders also pay attention to details and execution. They are able to deeply understand work tasks and needs, formulate specific plans and goals, and ensure the successful completion of tasks. This ability to execute gives female leaders an advantage in driving project implementation and organizational change.

Female leaders also tend to nurture and develop their followers. They focus on talent cultivation and career development, and are willing to provide growth opportunities and development space for their subordinates. This leadership style helps stimulate employees' enthusiasm and creativity, and improves their professionalism and abilities.

Female leaders also focus on innovation and change in the leadership process. They can have a keen insight into market changes and customer needs, and promote organizational change and innovation. This innovative spirit helps organizations adapt to the changing market environment and enhance the organization's competitiveness and sustainable development capabilities.

Female leaders generally have more open and inclusive values. They respect diversity, focus on equality and justice, and are tolerant of different opinions and cultural

backgrounds. This value helps build an open and inclusive organizational culture and enhances employees' sense of belonging and loyalty.

The leadership style and culture of female leaders have an important impact on the development of organizations. First, the leadership style of female leaders helps enhance team cohesion and collaboration capabilities and improve overall performance. Secondly, the innovative spirit of female leaders helps organizations adapt to market changes and customer needs, improving the organization's competitiveness and sustainable development capabilities. Finally, the inclusive values of female leaders help establish an open and inclusive organizational culture and enhance employees' sense of belonging and loyalty.

However, female leaders also face several challenges and barriers to their leadership style and culture. On the one hand, sexism and prejudice still exist, which limits the development space and opportunities for female leaders. On the other hand, the balance between family and career is also one of the important issues faced by female leaders. In order to better realize the strengths and potential of female leaders, we need to take a series of measures. Organizations should provide more training and development opportunities for female leaders to help them improve their leadership capabilities and professionalism. At the same time, organizations should also establish a fair and just promotion mechanism to ensure that female leaders have equal opportunities for promotion. In addition, society should strengthen gender equality education, break gender stereotypes, and create a more equitable social environment for female leaders.

In short, the leadership style and culture of female leaders are unique and have many advantages and potentials. By overcoming challenges and barriers and leveraging the strengths of female leaders, we can foster the continued growth and advancement of our organizations.

7.5. Shaping and Empowering Women in Strategic Leadership: Difficulties and Challenges in Leading for Equal Inclusion

Shaping and Empowering Women in Strategic Leadership: Difficulties in leading equal inclusion are multifaceted and involve organizational, cultural, policy and individual levels.

7.5.1. Organizational Structure and Cultural Misfit

Many traditional organizational structures and cultures are based on male-dominated thinking and behavior patterns. As a result, female leaders often must confront entrenched organizational inertia when pursuing equality and inclusion. For example, hierarchical structures may limit women's voices, while a culture that emphasizes competition and individualism may be detrimental to the collaborative and relationship-focused style of female leaders.

7.5.2. Gender Bias and Stereotypes

Gender biases and stereotypes prevalent in society pose challenges to female leaders. Women are often seen as lacking leadership skills, being too emotional, or being unable to balance family and career. These biases result in women being treated unfairly when accessing resources and support, and limit their advancement within organizations.

7.5.3. Conflict between Family and Career

The balance between family and career is an important challenge faced by female leaders. Due to society's traditional expectations of gender roles, women often shoulder more family responsibilities. This leaves female leaders often

facing conflicts over time, energy and responsibilities as they pursue career advancement. This conflict not only affects women's personal development, it can also have a negative impact on their leadership and performance.

7.5.4. Lack of Support and Network

Women leaders often lack support and network in their careers. This manifests itself not only in a lack of adequate mentors and sponsors, but also in difficulties establishing and developing relationships with other female leaders. This sense of isolation limits female leaders' vision, opportunities, and access to resources, increasing their challenges and pressures.

7.5.5. Resistance to Change

When the organization faces change, female leaders may encounter resistance to their leadership style and change concepts. On the one hand, male colleagues may resist change because of discomfort or fear of losing power; on the other hand, female colleagues may choose to remain silent because of distrust or fear of competition. This resistance makes it more difficult and risky for female leaders to drive change.

7.5.6. Lack of Self-identity and Self-confidence

Female leaders themselves sometimes feel troubled by lack of self-identity and self-confidence. This manifests as doubting one's abilities, being afraid to strive for higher positions or resources, or feeling insecure about one's success. This mentality limits the potential and growth of female leaders.

7.5.7. Inadequate Policies and Laws

Although some countries and regions have introduced laws and policies to promote gender equality, laws and policies in this area are still insufficient on a global scale. This results in female leaders often facing insufficient legal protection or poor policy implementation when pursuing equal rights and opportunities.

In summary, shaping and empowering female strategic leaders faces multifaceted difficulties in achieving inclusive leadership equality. To overcome these challenges, organizations, society, and individuals all need to work together to create a more equitable and inclusive environment for female leaders by changing perceptions, providing support, and strengthening policy formulation and implementation.

8. Conclusion

The role and positioning, capabilities and strategies, growth and promotion, leadership style and culture of female leaders constitute a comprehensive and multi-layered topic. In organizations, female leaders play the role of decision-makers and team builders, paying attention to detail and emotion, while facing the challenge of balancing family and career. They demonstrate excellent communication, decision-making, innovation and change abilities, as well as a focus on long-term effects and sustainable development. However, gender discrimination and family responsibilities remain obstacles to their promotion and development. In order to empower female leaders, organizations should provide training and development opportunities, build inclusive leadership teams, and society needs to strengthen gender equality education and break stereotypes. Overall, by working to promote the development of female leaders, we can hopefully achieve gender equality and drive organizational prosperity and progress.

9. Recommendations

1. Organizations should revisit and adapt their structures and culture to accommodate wider leadership styles and gender diversity. For example, more flexible organizational structures could be introduced that encourage a culture of collaboration and communication rather than a pure emphasis on hierarchy and competition.

2. Both organizations and society should strengthen education and publicity on gender bias and stereotypes, and improve awareness and understanding of gender equality. At the same time, organizations can take proactive steps to eliminate gender bias, such as implementing fair hiring and promotion mechanisms and encouraging diversity and inclusion.

3. Organizations can provide options such as more flexible working hours and remote working to help female leaders better balance family and work. In addition, organizations can also provide appropriate support and resources, such as child and elder care services, to ease the burden on female leaders.

4. Organizations can build networks and support groups for female leaders to provide a platform for mutual support and learning. At the same time, organizations can also provide mentor and sponsor programs to help female leaders establish appropriate guidance and support.

5. Organizations should strengthen publicity and education about changes and improve their acceptance and understanding of changes. At the same time, organizations can take appropriate incentives to encourage employees to accept and support changes.

6. Organizations can provide appropriate training and development opportunities to help female leaders enhance their self-identity and self-confidence. At the same time, organizations can also encourage female leaders to participate in social and professional activities to increase their exposure and experience.

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