

Advancing Women into Higher Level Leadership Positions

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Abstract

As society has changed over time, leadership candidates from the working group have not kept up with societal change to include women or people of colour, defaulting instead to mentoring and hiring new leaders who remind the current leaders of themselves at a younger age, (Topic, 2021; McKinsey, 2022). This pattern has led into a cycle of leadership that espouses change but instead continues to follow and entrench old patterns of behaviour and hiring practice (Elliot & Stead, 2008; Pesonen et al, 2009). Data collected shows the women continue to represent approximately 5%-7% of upper management positions. While the majority of people see men and women as equally capable in work setting (McKinsey, 2022), this perception of female work capability does not seem to translate to upper level management postings (Topic, 2021). Based on the research, challenges, and opportunities outlined, this presentation provides women with concrete of steps that they can take to face and overcome the challenges so that they may embrace the opportunities presented, and advance into higher level management positions.

