The Female Advantage: Playing to your Strengths

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What are we going to be talking about today?

• The history of women as it pertains to leadership

• What it means to be a female leader in the 21st century

• Assessing your own strengths as it relates to leadership

• Discussing those strengths as a group as they relate to what qualities you believe effective women leaders have
How did we, as women get to where we are today?
In government, in business, and in the professions there may be a day when women will be looked upon as persons. We are, however, far from that day as yet.

-Eleanor Roosevelt, 1940
1950’s
1960’s and 1970’s
1980’s
Leadership Style Assessment
Style Assessment - Scoring

45-50 Very High Range
40-44 High Range
35-39 Moderately High Range
30-34 Moderately Low Range
25-29 Low Range
10-24 Very Low Low Range
Leader Behaviors – 4 Styles

Directive

Participative

Achievement Oriented

Supportive
Directive

Directive Leader gives subordinates task instruction, tells:

- What is expected
- How task is to be done
- Timeline

Works well with subordinates who need:

- Clarity regarding path to goal
- Certainty in work setting
Achievement Oriented

challenges subordinates to perform at highest level possible

• Establishes a high standard of excellence

• Demonstrates confidence in subordinates’ ability to achieve challenging goals

Works well with subordinates who have high expectations & need to excel:

• In ambiguous task situations, subordinates feel their efforts will result in effective performance
Supportive Leader
Is friendly, approachable:

• Attends to subordinates’ well-being
• Makes work environment pleasant
• Treats subordinates as equals and with respect

Works well with subordinates who need:

• affiliation
Participative

• Participative Leader
  • Provides involvement
  • Allows others to act
  • Consults with subordinates and integrates their ideas into decisions about how the organization will proceed

• Works well with subordinates who need:
  • Control of some aspect of the process
Effective Leadership is Situational!

• Leaders must determine the necessary leadership style based on:
  - Employee needs
  - Circumstances/work environment
  - Desired outcome
  - Time Constraints
Emotional Intelligence Assessment
Emotional Intelligence - Scoring

100-89
Excellent

88-60
Great Job!

59-0
Good! Keep working at it!
Discussion
References

References for leadership styles/emotional intelligence information


• New Directions in Community Colleges Series (also Higher Education, Adult and Continuing Education, Jossey Bass)

Websites used for graphics/historical information

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