

Natural Leadership Talents of Women

By

Anne Abraham

When : 30 May 2014
Where : Razak School of Government
Speakers : Anne Abraham

About The Workshop

Myriad diverse factors contribute to leadership performance in women and men, including an individual's personality traits, thinking and feeling styles, values, motivations, childhood experiences, and cultural milieu. However, great deal of scientific evidence has now demonstrated that in some respects the sexes are not alike. Research has identified some talents that women express more often than men. These talents are not exclusive to women, of course, yet women display them more regularly than men.

In this session Anne shared and discussed these natural women leadership talents that are the leadership qualities needed to lead effectively in the 21 century.

Summary

There has been a drastic shift in leadership style in the last decade that reflects the impact of the changing environmental needs. People are searching for genuine satisfaction and meaning from their work and they are not just focused on monetary gains. Therefore a change in leadership style that is able to sustain superior performance by aligning people around sustainable mission and values that empower them is crucial.

Scientific evidence has indicated that various factors have contributed to leadership performance in women and men. Research has also identified some leadership talents that women express more often than men stem from women's brain architecture and hormones. These talents are however not exclusive to women but women tend to display them more regularly than men.

Anne worked closely with the participants to understand the difference in thinking style between men and women that made them good leaders. It was revealed that the main difference between the genders is that women used more web thinking process while the male tend to use more step thinking.

Psychologists report that when women think, they gather details differently than men. Women integrate more details faster and arrange these bits of date into more complex patterns. When it comes to making decisions, women tend to weigh more variables, consider more options and see a wider option of solutions to a problem. On the other hand, men tend to focus their attention on one thing at a time. Men prefer to compartmentalize relevant materials and analyze information in a more linear and causal path.

It is important to understand that both web thinking and step thinking are valuable but in this new age that requires a leader to have a transformational leadership focus, complex web thinking would be a distinct asset. Women are built to employ this perspective. Women's web thinking provides them with the natural leadership qualities.

Anne points out that some of these qualities are their ability to exercise more intuition in their role in decision making. Women's brain architecture of web thinking has endowed women with mental flexibility. It has been proven that mental flexibility is essential trait of leadership. It is believed that the ability to generate new ideas is the product or women's mental flexibility. Women have other skills that enable them to lead. An exceptional female talent is articulations. As contemporary leaders, women have the opportunity to express their voices' in the workplace more efficiently.

Women have also remarkable facilities for networking, collaborating, empathy, inclusion, and sharing power. Men tend to cast themselves within hierarchies and view power as rank and status. Women on the other hand form cliques and regard power as an egalitarian network of supportive connection. These feminine dispositions to work in egalitarian teams, networks and support others are impressive contributions to the contemporary business environment.

Web thinking, mental flexibility, the ability to embrace ambiguity, intuition, imagination, verbal acuity, the capacity to collaborate and empathy are all essential leadership traits. This is not to suggest that women are superior to men. Many men display these traits to a considerable degree and possess various other crucial skills.

According to Helen Fisher " Men and women are like tow feet- they need each other to get ahead". These traits that women genetically possess should be utilize proactively. The world is changing in ways that can profit from women's skills as well as those of men.

References: The Natural Leadership Talents of Women by Helen E. Fisher.

Issues Raised

- The shift the leadership paradigm creates a need in change in leadership style. Women web thinking ability has endowed women with the ability to lead naturally.
- It is crucial that women recognize their leadership abilities and harness the opportunities that come their way.

- Women's instincts to nurture and empower those around them is seen as a desired trait in modern day leadership

About The Speaker

As founder and CEO of LeadWomen, Anne plays a pivotal role in guiding the company's vision and mission towards developing and advancing women into leadership positions across the corporate and government sectors across the ASEAN Region. Currently, she is working on the Malaysians government initiative to drive for at least 30% women representation in decision-making positions and boards of Malaysian PCLs. Anne is a strong advocate and supporter for women leadership development, as well as supporting the advancement of women leadership in the field of technology. Anne is a board director on a Malaysian Public Listed Company and a member of the Panel of Women Entrepreneurs SMECorp.

[Presentation Slide](#)

Contact

To get more information on this event, you can contact us via email at programmes@rsog.com.my