

Making a Case for More Women in Leadership

"Many of the most needed leadership styles, now and in the future, are those used more frequently by women than by men."

Although strategic thinking and decisiveness are important leadership traits, there is a lot to be said for a woman's leadership style.

In a corporate performance survey by McKinsey (2009), 800 business leaders were asked what leadership styles would be most effective when addressing global challenges post-crisis. Of the nine key leadership styles listed, women were rated higher than men—meaning that they applied the listed leadership style more—in five of the categories, and rated as equal to men in two others.

Two of the categories women rated higher in were:

- **People development:** teaching, mentoring, listening to needs and concerns
- **Participative decision making:** creating an atmosphere where everyone joins in the decision-making

Additionally, both of these categories were rated as highly effective in addressing global challenges. [1]

