

Can women be good leaders?

Today everyone is striving for perfection in their professional and personal lives. In order to achieve this, one has to go through lot of challenges, some are able to strike a balance and some are not.

As mentioned by my friend Jyoti, women have become more open to explore new challenges and are able to adapt to dynamic scenarios in a much better manner as compared to men. Women are naturally adept at multi tasking, are more compassionate and thus possess key ingredients to be successful leaders.

Women not only lead at whatever positions they have progressed. They continuously strive towards improvement. They are naturally progressive in nature. They also are imbued with maternal instincts to nurture, grow and maintain relationships that form an innate part of any leadership role.

In my blog in the recent past, I have already talked about some of the essential qualities or traits of a leader.

"Having worked on a leadership role for 16 years and now practicing as a full time "work life balance" coach, my experience with over 200 clients (both genders) from various walks of life is that, today the line between a man's and woman's roles and responsibilities at home, at office and society is fast blurring. My clients, irrespective of their gender have more or less the same challenges. It is about how focused a person is on life's goals, to achieve professional success while maintaining a work life balance. Gender issues will keep cropping up during the journey but nothing should stop one from getting "desired outcome" from one's life. As a work-life balance coach my message is "It is your life, not a reality show; do what you want to, live the way you want to, for your own happiness, others can wait". – **Jyoti Sapra, Parental & Work-Life Balance Coach**

Due to their ingrained characteristics, Women are better equipped at handling rejections and going ahead with "I will do it" attitude. They are emotionally stronger than their male counterparts and deal with stress in a much more composed way.

"The centre of all bee-life is the queen & if we dig into history or for instance in current socio-political scenario, women were & they are at the centre stage. Yes I believe woman can be good leaders as they are stronger in interpersonal skills. Woman leaders are more assertive and influential. I could observe that woman leader sincerely understand and care about where others are coming from so that the people they are leading feel more understood, supported and valued."

- Amol Deshpande works at Hager and reports to a Woman Leader

Some of the women leading in today's time have done exemplary work in their areas of expertise. The following are few of the examples from politics as well as corporate world.

Examples:

Sonia Gandhi, Mamta Banerjee, Mayavati, Jayalalitha, etc from Indian Politics

Ms. Indra Nooyi (the current Chairman and Chief Executive Officer of Pepsico),

Ms. Chandra Kocchar (Managing Director and Chief Executive Officer of ICICI Bank),

Ms. Neelam Dhawan (Managing Director of Microsoft India),

Ms. Kiran Mazumdar Shaw (Chairperson and Managing Director of Biocon Ltd.)

Overall, women have emerged as all around leaders not only finding a perfect balance between their personal and professional life, but also excelling at what they do.

According to one of my customer (a lady), women are good leaders---not because of a few well know success stories that are shared, but purely because "Leadership" is as much a part of their DNA as any other male counterpart. All leadership traits are

In my own experience, women in leadership positions are willing to take risks & embrace change as well as stay laser focussed. They prefer direct communication & leading from the centre, not always from the top & structure their organisations to reflect this- For them, good leadership is not about only being at the top....it's about having the courage to lead from the front ." - **Senior HR professional working for an MNC Investment Bank**

engrained in Women, some to a much higher degree. They are more assertive, persuasive, empathetic & flexible as well as demonstrate an inclusive, team-building leadership style of problem solving & decision making---all characteristics of an effective leader! Competence, skills & knowledge all being equal, Women leaders display high emotional intelligence (EI) & know how to communicate effectively.

While I have tried to reiterate leadership traits with help of few known female leaders, however I feel every woman is a good leader whether in her own home, community, or any other sphere of her life. This article is written as a salute to all women leaders of the world. – Neha Baid, Founder - Emerginc