Assignment

Your Name (First M. Last)

Date

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Introduction

 Today, the conventional approach of leadership in the organizational setting changing with the consideration of many different and critical feature. It is beneficial to evaluate the contemporary form of organizational leadership under the domain of new contexts. The role of women as the leaders working in the organizations is a growing prospect that requires necessary attention. It is worthy to critically overview the actual position of the organizational management when it comes to assessing the performance of the women at leadership positions. It is integral to understand that this particular facet is closely associated with different forms of research considerations. Development of the related research questions ultimately helps to make better inferences about the performance of women as organizational leaders. The main research question associated with this main prospect identify as who, men or women especially women of color, is responsible for creating barriers in career advancement towards positions of leadership within the organization? Another focal point of consideration is to determine the concepts of leadership, women of color and barriers to advancement. The approach of the relational model is applied to make better inferences about the related concerns. It is vital to mention that different related themes are explored to make better indications about the actual feature of concern recognized as the role of women as leaders. Here the focus is to identify and present different related patterns of themes through the critical review of the relevant research sources.

Outline

**Black Ceiling as the Barriers to Career Advancement for Color Women** (Sepand, 2015)

* Issues of Race and Gender Discrimination
* Consider Race and Gender as the Double Discrimination for Color Women within Organizations
* Association of Work Discrimination with Organizations’ Cultures, Policies, and Practices
* Different Methods of Consideration to Advance the Role of Women of Color in Workplace Setting
* Explicit Understanding of Race and Gender Biases in the Organizations

**Assess the Experiences of Women in Leadership Positions in both Government and Nongovernmental Organizations** (Elias, 2018)

* Time to Learn Some Necessary and Immediate Lessons
* Provide Adequate Education to Women
* Proper Approach for the Women to Attain Leadership Positions
* Important for Women to Understand Where They Actually Stand
* Creation of Proper Network
* Consider Someone as the Mentor
* Direct Organizational Rules
* Women of Color Working as Leaders
* Basic Reasons that Discourage Women to get Leadership Positions

**Coping Strategies of Black Women in Corporate Leadership** (Holder, Jackson, & Ponterotto, 2015)

* Identification of the factor of Racial Micro-aggression
* Impact of Racial Experiences on the Performance of Women
* The Role of Environmental Manifestations
* Particular Stereotypes about Black Women
* Support Network as a Coping Strategy
* The Features of Sponsorship and Mentorship
* Importance of Self-Care

**The Reality of Gender Difference in Leadership** (Jonsen, Maznevski, & Schneider, 2010)

* The Impact of Culture on the Idea of Gender Differences in Leadership
* The Impact of Different Beliefs on the Organizational Diversity
* Organizational Policies and Initiatives about Gender Differences
* The Particular Role of the Perspectives of Gender-Blind, Gender-Conscious, and Perception-Creates Reality

Conclusion

 In conclusion, it is worthy to explore that proper identification of the role of women as leaders in organizations is mandatory to evaluate the actual existing position. The main focus of concern is to critically determine that who, men or women especially women of color, is responsible as the barrier when it comes to the idea of career advancement concerning the leadership position. Exploration of different related themes such as the actual role of women as leaders and the influence of the gender differences helps to draw better outcomes. It is recommended to expand the research work about this specific issue by considering many other associated factors.

References

Elias, E. (2018). Lessons learned from women in leadership positions. *Work*, (Preprint), 1–7.

Holder, A., Jackson, M. A., & Ponterotto, J. G. (2015). Racial microaggression experiences and coping strategies of Black women in corporate leadership. *Qualitative Psychology*, *2*(2), 164.

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