

Stream Title: Gender, Management and Leadership

Stream Organisers:

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Stream Outline

In today's dynamic environment, organizations must capitalize fully on the strengths of all organizational members, particularly those in higher-level management and leadership roles; yet, all organizational members do not have the same opportunities to contribute as leaders, since women continue to face obstacles in terms of being recognized and accepted as legitimate leaders. If women are not accepted as legitimate leaders, then their effectiveness across all types of leadership, both formal and informal, will be constrained, making gender bias a practical and significant problem for organizations. This stream therefore, explores the gendered nature of leadership and management, in order to better understand the emergence and acceptance of female leaders in work organizations. It adopts a critical analysis of the way work is organised, which has profound implications for the nature of managerial work and the positions of power and influence.

This stream invites theoretically informed papers as well as empirically based ones from a range of disciplines that explore the gendered nature of leadership at the intra-individual level of analysis (i.e. self view and skills), the inter-individual level of analysis (i.e. cognitive and affective processes) and the organizational level of analysis (i.e. culture, network of multilevel relationships). Moreover, papers could explore the effect of processes of globalisation on established gender relations in different national and local organisational contexts.

Possible themes include:

The gender structuring of management and organisations; leadership issues; gendered discourses of management and leadership; gender and managerial identity; issues in managerial career development and career trajectories of women in organizations; the role of gender in the way managers conduct themselves; alternative forms of working at managerial levels; the phenomenon of “glass escalator”; gender mainstreaming, and the presence, absence and development of policies on gender; bias and the content of gender-role stereotypes in leadership across the world: international comparisons; the effect of globalisation on established gender relations and the possible deterioration of gender inequality; international organizations, gender and management.

Keywords

Gender, management and leadership, discourse, career development, gender-role stereotypes, globalization and gender power relations.