Women’s Personal Success Factors in Becoming Leaders

Male archetypes of leadership and cultural adversities make it complicated and often hinder women to achieve and keep leadership positions in male-dominated organizations. For women who are already on their way to obtain leadership-positions it is essential to be self-aware and deeply self-reflexive on their own personality. They further profit from understanding the systematic difficulties women encounter when aiming for a career. This is a prerequisite and basis on which they then can successfully apply a framework of differences between men and women and develop coping strategies.

Workshop aim and content: You will
- understand, why you are urgently needed as a leader to avoid blind spots in your organization, make it more agile, innovative, excellent and sustainable
- realize what good leadership is. You will like it and will like to promote it.
- achieve skills to use the chances of multi-perspective cooperation – and to avoid the risks
- be able to predict the ‘glass-ceiling’, the invisible professional barrier that hinder out-groups
- realize highlighted approaches that make women successful in leadership positions and how they cope with the exposition women experience in top-positions in general
- start developing personal strategies to successfully proceed your career and lead

Common career-strategies of women so far have been predominantly adaptation and confrontation. Both have brought us quite a way and changed already some conditions – except that for the women taking one of these paths it has probably more often been a hard time than pleasant fulfillment. Understanding the underlying patterns, differences and systematic and predictable undercurrents brings us on in the ability to adequately react to these surrounding conditions. This can enable women to be successful in the end - personally and professionally and further to promote the issue of reaching excellence and sustainability through women’s participation in organizational and societal leadership.

Referee: Dr. Silvie Klein-Franke, Ideas x Skills, Certified Management Consultant (CMC), international Constantinus-Award 2008. EU-expert in gender (EU research framework) and intercultural and social competence (Leonardo). Certified careers advisor, studies in diversity management, dissertation as biochemist at the Max-Planck-institute for Immunology. Longstanding management and leadership experience taking large and small international and interdisciplinary teams through change and reorganization processes. Among others reorganization of a university language centre, building a career service and placement centre, coordination of an international and technical women's university. Counseling of German, Austrian and Swiss universities, small and large technical companies. Professor in human resource development, organizational development and change management for several national and international study programs at the Management Centre Innsbruck.


Format: The workshop is given as a 1-day workshop in English with 10 to 15 participants at Vetsuisse Bern, faculty room Länggassstr. 120 on 12th November 2019, 9 am – 5 pm. Contact: service@ideasXskills.eu