

Letter to Editor

Expanding Women's Leadership with Inclusive Approaches: Breaking the Glass Ceiling 2.0

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Despite significant progress in advancing gender equality, the glass ceiling continues to provide a significant obstacle for many women seeking leadership positions. Multifaceted strategies, including the adoption of inclusive legislation, mentorship programmes, and proactive diversity initiatives, are needed to address this situation. Ensuring equal opportunities for women is largely dependent on inclusive policy. It is essential to have fair and transparent procedures that remove bias in hiring, promoting, and compensating employees (Eagly & Carli, 2007). The development of women's leadership potential is greatly aided by mentoring programmes. Studies show that they have a favourable effect on confidence-building and job advancement (Ragins & McFarlin, 1990). Encouraging an inclusive organisational culture requires proactive diversity initiatives. Diverse leadership teams foster greater innovation and creativity (Cox & Blake, 1991).

Women can become leaders by participating in skill-building and leadership development programmes (Eagly et al., 2003). Retaining women in leadership roles requires fostering an inclusive, work-life balance-promoting work environment (Kochan et al., 2003). Breaking the glass ceiling requires promoting diversity in the workforce at all levels (Thomas & Ely, 2001). Women's leadership agendas can be further advanced by forming strategic alliances and working together (Littman, 2009). To summarise, a thorough and coordinated effort from institutions, decision-makers, and society at large is needed to shatter the glass ceiling 2.0. Through the implementation of diverse policies, mentorship programmes, diversity initiatives, leadership training, supportive work environments, workforce diversity promotion, and strategic alliances, we may establish a more equitable and inclusive environment for women in leadership roles in the modern period. These tactics provide advantages for individual female leaders as well as for improved organisational effectiveness, societal advancement, and innovation. For women in leadership positions to have a better and more fair future, we must continue to invest in and give priority to these programmes.

Keywords: Leadership, gender, equality

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