

WOMEN IN LEADERSHIP: A DESCRIPTIVE STUDY OF CHALLENGES WOMEN LEADERS FACE AND STRATEGIES TO ADDRESS THEM

Illangarathne, S.M.R.K.*

*Department of Human Resource Management, Faculty of Commerce and
Management Studies, University of Kelaniya, Sri Lanka.*

*[*raveesha1111@gmail.com](mailto:raveesha1111@gmail.com)*

1. Introduction

In the extant business landscape, women are empowered to serve in Organizational Development. This empowerment is not only a reflection of societal progress but also a testament to recognizing the immense talent, leadership, and innovation that women bring to the table. Despite the progress made, female leaders still endure challenges at the workplace that impede their professional growth. These challenges vary from systemic biases to personal barriers. So, principled organizations should bolster female leaders to defeat hurdles, a strategic imperative for organizations to harness their talents. Thus, the study aims to offer a blend of practical solutions to empower and hold possession of masterly women leaders within organizations.

2. Research Methodology

This being a qualitative descriptive study, utilizes facts collected through 10 interviews conducted with female professionals at higher echelons representing manifold sectors. Subsequently, a narrative review was done based on the feedback of the interviewees, leading to the development of a comprehensive conceptual framework of challenges that are faced by women leaders. With that, necessary recommendations for females to steer clear of the challenges and issues are suggested.

3. Findings and Discussion

The findings include stereotyping in the workplace, balancing work and family responsibilities, workplace politics, overcoming impostor syndrome, and glass cliffs as challenges women leaders face.

4. Conclusion and Implications

Findings are used to reflect the strategies required to help women leaders to face challenges. As solutions to address the prevailing challenges, organizations can promote a culture of work-life balance, build skills, celebrate achievements, encourage risk-taking, and promote Diversity, Equity, and Inclusion (DEI) at the workplace.

Keywords: Diversity, Equity & Inclusion, Glass Cliff, Impostor syndrome, Stereotyping, Workplace politics.