

# ARE WOMEN BETTER LEADERS?

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Throughout recent decades, women in developed economies have made significant gains in the workplace, yet, the higher up you look in an organization, the lower the percentage of women.

The object of this paper is to analyze how women act in leadership roles, and how is their behaviour different from that of their male counterparts. The question we focused our attention on is: "Do women leaders make more of a difference within an organization than men? Are women better leaders?"

A McKinsey Quarterly research suggests that the gender gap can have real implications for the performance of a company. Companies that hire and retain more women can gain a competitive advantage. What's more, researches show a link between a high number of female senior executives and the financial performance. Research in Europe and the United States suggests that companies with women on top-management positions tend to perform better financially.

If we can draw conclusions from the differences between men and women, we could say that women pay more attention to people-related issues and quality performance, while men seem to attach more importance to an effective control of emotions and an extraverted attitude towards their environment.

Although, studies suggest that women may be more effective leaders, their fight to break the barriers is more difficult in the context of the current world economic crisis. Nevertheless, alongside the crisis, there is a need for an evolution of the mind habits. Women are no longer characterized solely as housewives. They are leaders with different leadership styles, which, in some cases, are better and more effective.

As organisations change the traditional view of leadership, preferring a more democratic and participative view, women should have more opportunities to enter into leadership positions. Organisations should think about what they expect from their leaders and consider the possibility that the right man for the job might, in fact, be a woman. All men and women with the intellect, the aspiration, and the determination to lead should be encouraged to fulfil their potential.

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