



Teaching Conference for
Management Educators

**OBTC 2015 at University of La Verne
June 17th – 20th, 2015**

SUBMISSION GUIDANCE

**Submission Template for the
2015 OBTC Teaching Conference for Management Educators**

1) Title of Proposal:

Developing Women Leaders: An Approach that Works!

2) Abstract:

Please include a brief session description (not to exceed 100 words). If your proposal is accepted, this description will be printed in the conference program.

Imagine a combination of theory, research, and application in a room full of women leaders, discussing just that – how women lead. Although leadership training comes in many different shapes, the combination of Eagly and Carli's lessons on navigating the leadership labyrinth with Antonakis, Fenley, and Liechti's insight into Charismatic Leadership Traits (CLTs) in their Harvard Business Review article brings together an effective program for developing women leaders. We would like to share what we have learned to assist you in developing female leaders in your organizations, universities, and communities.

3) Keywords:

Use three or four keywords to describe your session.

Charisma, Women, Leadership

4) Format

Activity or exercise

Discussion roundtable (60 minute only)

General discussion session

5) Time Requested:

30 Minutes

60 Minutes (*Roundtables must select 60 minutes*)

90 Minutes

6) Planning Details:

Does your session have any special requirements for space or materials?

N/A

7) Learning Objectives or Goals for the Session:

What are 2-4 specific learning outcomes that participants will get from your session?

- Demonstrate use of CLTs in combination with leadership theory and research that is applicable for a vast array of participants
- Examples will be shared on how to enhance female leaders' confidence and abilities through deeper understanding of career barriers and tips on developing charismatic characteristics

8) Management or Teaching Topics:

Describe what management and/or teaching topics are relevant to your session, and why. Please include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.

Leadership development is understood as a necessary ingredient in management training across diverse settings, while the pedagogy on leadership is vast. Working with repressed groups, such as women, to develop confidence and leadership skills is important; especially when the decline in the gap between male and female business leaders, in terms of promotion and pay, has slowed in recent years (www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/).

We have all heard of the many reasons that gender inequity still exists in U.S. organizations. For example, research has been conducted on women and negotiation, responsibilities in the household, and time taken to care for children and the elderly. These reasons, among others, have been persistent excuses for allowing inequality to continue. With information easier to access, as well as the ability to work essentially anywhere, remotely. There is a need in the business world to inform women of workforce realities and demonstrate how they can navigate the career “labyrinth”. In our workshop, we used the easily applied lessons from Antonakis, Fenley, and Liechti (2012) to get women thinking about how they could be a more charismatic leader for their organizations and their communities.

9) Session Description and Plan:

What will you actually do in this session? What activities will you facilitate, how long will they take, and how will participants be involved? Reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session. Include a timeline for your session.

20-minutes- After passing out the handouts, the “*Taking a Fine Balance*” workshop will be explained in detail. Participants will learn about the research and theory that was used in this workshop and be introduced to CLTs. Evaluations from the workshop will be discussed to demonstrate effectiveness from the diverse group (e.g., faculty, staff, students, community members, military officers, etc...) of women that participated in this workshop.

10 minutes- Discussion will be open for questions as well as debriefing, see below.

End- Participants will be asked to fill out the evaluation form for the session.

10) For Activities and Exercises:

Attach any materials needed to run the activity and debriefing questions. Evidence for effectiveness may also be included.

Handouts will be given of the workshop agenda, a detailed outline of the session topics, examples, and applications, and a list of references.

Debriefing questions would include:

- How would you utilize what you learned here today?
- What are some resources/activities that you would recommend for developing women leaders?
- Are there any issues that you see in the workshop format, as it has been discussed here?

11) Implications for Teaching or for Teachers:

What is the contribution of your session?

- Sharing effective programming with colleagues
- Giving examples of how developing charisma can be applied – traditionally this has been perceived as a trait component of leadership (i.e., either you are born with it or not)

12) Application to Conference theme:

How does your session fit with the overall OBTC theme of Learning in Community?

This session is directly linked to the theme of “Learning in Community”, as it presents ways facilitators can develop the leadership component of charisma, as well as engage women leaders in their communities. Additionally, having the directed discussion at the end of this session will enhance our understanding of what is perceived useful in this type of programming.

13) Unique Contribution to OBTC:

Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?

I have not presented this work before, and it is not under review. Approval has been sought by all parties referenced to discuss their work at this session.

14) References and/or Additional Materials:

Antonakis, Fenley, & Liechti (June, 2012). Learning Charisma. Harvard Business Review.

Eagly & Carli (2007). *Through the Labyrinth: The Truth About How Women Become Leaders*. Harvard Business School Press: Boston, MA.

The Simple Truth about the Gender Pay Gap (Fall, 2014). *Economic Justice*. Available at <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>