

Discussion on Female Leadership and Development

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Abstract

With the promotion of female social status and the in-depth development of female rights movement, female leadership has gradually attracted attention. Different from the male leadership advocated by the conventional patriarchal society, the improvement trend of female leadership is obvious, which also has a profound impact on female development. With the "rivalry" between female leadership and male leadership, the value of female leadership is also attracting attention. Its value is also reflected in many aspects, such as political leadership, economic leadership, cultural leadership, etc. Although the development of female leadership is on the rise, it also faces certain development challenges. It has some unique characteristics, and thus it is necessary to systematically analyze the issues of female leadership and combine female leadership with female development. Based on the concept and characteristics, this work analyzed the impact of female leadership on female development, and further discussed the development trend of female leadership.

Keywords

Female leadership; Female development; Strategy.

1. Introduction

It is no exaggeration to say that the female leadership in the world have gradually shown a blowout development trend since the second half of the 21st century. A large number of outstanding female leaders have emerged in various fields, which shows the charm of female leaders and makes the issue of female leadership continue to attract social attention. Consequently, female leadership faces certain challenges in the development, and also presents its own development characteristics and unique development trends. These are the contents that must be focused in female leadership research, and the foothold of female leadership research is to guide female development. Therefore, the research on female leadership is also linked with the female development.

2. Connotation of Female Leadership

Leadership refers to making full use of human and resource conditions within the jurisdiction to achieve the required things at the lowest cost to improve the efficiency of the whole group. It can also be regarded as a series of behavior combinations, which will encourage people to follow the leader and move forward in the direction they guide and lead, rather than simply obey. As the name implies, female leadership refers to the leadership style with unique female charm displayed by female leaders. From a gender perspective, female leaders prefer to adopt a "flexible" management model [1]. With the progress and development of the times, increasing women take up leadership positions and gradually form a leadership style with modern female characteristics.

3. Characteristics of Female Leadership

Successful female leaders are characterized by positive and strong mentality, continuous learning, generosity and female advantages. Also, weak executive ability, poor communication, indecision and low achievement motivation are areas where female leadership has been questioned. In modern society, the personality qualities associated with female leaders have become a factor that must be paid attention to in the prosperity of enterprises in the new economy. In gender stereotypes, female widely recognized concepts and attitudes tend to be affinity, such as compassionate and warm words that reflect their concern and love for others. Therefore, female leadership is characterized by collaboration, delegation, communication and communication with subordinates, and attempts to deal with and solve problems more reasonably by combining reason and emotion.

4. Promotion of Female Leadership on Female Development

4.1. Contributing to Eliminating Gender Discrimination

Gender discrimination means that women often work in unsafe, low wage jobs and occupy a small proportion of senior positions. In reality, gender discrimination has always been a key issue hindering the development of gender equality. With the increasing proportion of women in education, the inclusion of women in all industries has led to a trend towards gender diversity. Currently, the proportion of women in management positions remains between 40% and 50% in 19 countries, and the proportion of women in management positions is 30% to 40% or more in 48 countries. Between 2000 and 2012, the share of women in management increased in 84 of the 109 countries with available data, indicating that women have made outstanding contributions in management positions and have been increasingly recognized and affirmed by the industry [2].

4.2. Contributing to Eliminating Gender Violence

Gender violence is an important aspect that hinders gender equality. Around the world, one in three women now experiences assault or sexual violence. Globally, 71% of trafficking victims are women, and three-quarters of trafficked women experience sexual exploitation. As an act of discrimination against human rights, violence against women still needs to attract extensive attention from the society. The European Union and the United Nations jointly launched the "spotlight initiative", showing their firm determination to combat all violence against women. Under the influence of the United Nations and other international organizations, the global gender momentum for the elimination and prevention of all violence against women is also increasing. Governments have adopted regional policies or legal agreements. Until now, at least 119 countries around the world have enacted anti domestic violence laws, and 125 countries have enacted sexual harassment prevention laws. Also, 52 countries have enacted laws on marital rape, which shows that the promotion of female leadership will drive efforts to protect women around the world.

4.3. Contributing to Promoting Gender Equality

The United Nations believes that investing in female skills development is an effective means to promote gender equality, poverty eradication and inclusive economic growth. In some countries, significant changes have taken place in the relationship between men and women. Particularly, female education level has been significantly improved, and the number of women participating in paid production activities has also increased significantly. Creating an educational and social environment in which women are treated equally with men and encouraged to realize their full potential will help to break the traditional stereotyped images and eliminate the root causes of discrimination against women and gender inequality.

5. Effective Strategies for Female Leadership Development and Promotion

5.1. Improving the Structure and Optimizing the Mentality to Enrich Female Leaders' Charisma

The society should first eliminate the gender bias against female leaders, change the traditional stereotype of "men working outside and women working inside", optimize the proportion between men and women in the leader structure, broaden the promotion channels of female leaders, and provide training for female leaders in important key positions. Simultaneously, a complete cadre reserve mechanism shall be established to mobilize excellent reserve personnel to take over the work of female leaders when they are on maternity and marriage leave, and hand over after the leave of female leaders [3]. Therefore, the power of female leaders should be better guaranteed, and female excessive concerns about family should be eliminated and the charisma of female leaders should be enriched. While improving the proportional structure and establishing relevant mechanisms, female leaders should optimize their mentality and dispense the idea of being content with the status quo. In the work challenge, they should also constantly improve their self-confidence and charm, better inspire their followers, and become a charismatic female leader full of enthusiasm for work.

5.2. Focusing on the Future and Making Long-term Plans to Strengthen Female Leaders' Foresight

Firstly, female leaders should develop a set of long-term leadership concepts. They should think ahead and then take into account the law of industry development. The completion of immediate tasks requires attention not only to the future development of the enterprise and the surrounding competitive environment. It is necessary to combine macro and micro, grasp the overall situation and give full play to their own advantages. They should not only see the favorable conditions, but also pay attention to the potential risks, achieving non blind decision-making and improving their foresight. Secondly, female leaders should also lay emphasis on cultivating their own innovative thinking [4]. Knowledge is the premise of innovative thinking. Therefore, female leaders need to constantly learn, improve their theoretical knowledge literacy, cultivate their divergent thinking, consider enterprise development from various angles and improve their foresight.

5.3. Power for Civil Use and Improving Mentality to Shape Female Leadership Influence

Firstly, female leaders should be cautious about their post power. Leaders make followers obey through power influence, which is mandatory. Female leaders should learn to use their advantages of good coordination, learn and dare to authorize, reasonably employ people, and stimulate the enthusiasm of their followers. They should integrate the collective interests into the organizational goals and gain more trust to improve the leadership influence. Secondly, female leaders should pay attention to the use of power for the people and not be blinded by individualism, hedonism and money worship. In order to better shape the power influence among followers, they should be fair and impartial in the use of power, open and transparent in leadership activities. Finally, female leaders should strive to improve their mentality and enhance their non power influence. In the process of leadership activities, it is necessary to focus on understanding the needs of followers, strengthen communication, attract followers through their own personality and establish formal and informal relations with them, thus eliminating the gap with followers.

5.4. Grasping Methods and Making Decisive Decisions to Improve Female Leaders' Decisiveness

First of all, female leaders are asked to have the ability to analyze decision-making risks, overcome the character of being too cautious and forward-looking, abandon personal interests and dare to take risks for the interests of the organization. At the same time, measures should be taken to maximize the benefits of the organization. Secondly, female leaders are required to constantly expand their social networks, establish good interpersonal relationships and master rich decision-making resources [5]. Female leaders can make good use of their own advantages, go out of business organizations and enrich social circles. By constantly socializing, the needs of the market are grasped to organize their own development and the situation of competitors. In making decisions, various resources are analyzed to form wise decisions. Finally, female leaders are asked to abandon indecision and seize the moment. With regard to crisis, female leaders are required to make decisions. Only by grasping the benefits, resources and opportunities of decision-making, can female leaders' decisiveness be further improved.

6. Conclusions

For the development of female leadership, they must dispense the current constraints, break the bottleneck of leadership improvement, and recognize the value of female leadership in female positive development. Starting from the promotion of charisma, foresight, influence and determination, the charm of female leaders can be truly brought into play to improve female social status and safeguard their rights and interests.

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