Women and Leadership: Past and Future Leadership challenges

25th Women, Management and Work Conference
Meredith Edwards
ANZSOG Institute for Governance
University of Canberra
July 18 2013
Outline

1. A tribute to Clare

2. Reflections from the public sector

1. Survey findings on the barriers to women leaders
The Promise and the Price

THE PROMISE & THE PRICE
The struggle for equal opportunity in women’s employment

CLARE BURTON
Not yet 50/50: Barriers to the Progress of Senior Women in the Australian Public Service
Some Findings

• ‘Commitment to Family responsibilities’ as the main barrier identified by men

• Women agreed but other factors as or more important
  - ‘Lack of confidence’ a main perceived barrier by women
  - due to lack of encouragement, bias
    - closely related to exclusion from networks, personal style differences and male stereo-typing.

(www.governanceinstitute.edu.au)