Culture & Gender Perspectives in Inclusive Leadership

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Leadership in Chinese Culture

Paternalistic Leadership

"Disciplined and authoritative leadership methods characterized by father-like benevolence and moral uprightness in contexts:

- Authoritarianism
- Benevolence
- Moral leadership

Leading as Women

Alternative model of leadership development in women

- Incremental approach of leadership development – one step at a time
- Leaders as human beings who steer their lives successfully through their life courses
- making family roles compatible with leader role have helped women to cultivate transformational style of leadership
- The importance of the integration of different domains of a leader's life

Halpern, D. F., & Cheung, F. M. (2008). *Women at the top: Powerful leaders tell us how to combine work and family* (Wiley-Blackwell)

Compatibility of Women Leadership & Inclusive Leadership

Transformational leadership

- Democratic
- Collaborative
- Participatory
- Inspiring
- Caring - “Mother” or “Big Sister”

Inclusive Leadership - Incorporates

- Uniqueness (viewing diversity as a resource)
- Belongingness (making members feel valued & respected)