**Leadership Essay**

Name

Institution Affiliation

Instructor

Course

Date

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The aspect of leadership that I need to work on is how to break through a glass ceiling. The term "the glass ceiling" illustrates a metaphor for invisible obstacles keeping competent individuals, most commonly women and members of minorities, from reaching chief positions within corporations and organizations. This is a problem that I care about because I want to have options for growth and personal development, even if there is some bias or systemic barrier in place.

The glass ceiling has always been a daunting challenge which is still preventing diversity and inclusion in corporate leadership. Research indicates that female and minority employees sometimes have to deal with greater difficulties when it comes to promotion, pay, and getting into important social networks compared to their white male colleagues (Manzi & Heilman, 2020). It may be expressed in more delicate forms, such as bias in performance evaluations, and may also be seen in blatant discrimination. In the long run, looking past the glass ceiling denies organizations the rich diversity of opinions and experiences that would propel innovation and promote more effective decision-making.

To achieve a breakthrough that would dismantle the glass ceiling, there are a few behavioral and actional areas I will focus on. Firstly, I will be as proactive as possible in looking for avenues and chances for growth and advancement instead of relying on someone to pick me. This means that I should consistently exchange and share with my superiors, my career dreams and aspirations, as well as show that I am interested in leadership positions. In addition, I intend to find mentors, either inside or outside of my organization, who give encouragement and help me to ask for advice. That will also be a big part of my plan – having a support network that I can rely on.

Also, I will focus on the development of my own self-advocacy and negotiation skills. Research has shown that it is women generally who are more likely not to negotiate for higher salaries or better job offers due to social conditioning. I am determined to take conscious steps to fight for what I deserve and to articulate my value proposition aptly (Field et al., 2020). However, I acknowledge that, to some extent, it might be necessary for me to be cautious in approaching these conversations in order to prevent my aggressiveness that comes out being mistaken for something that is too self-demanding.

Lastly, I will inquire about the existence of platforms that can be used to gain exposure and showcase leadership skills. This may consist of volunteering for a high-profile project, taking more responsibilities, or requesting speaking opportunities. I am determined to assert myself more and continue demonstrating my competence levels and impact. This will make it harder for any glass ceiling to hold me back.

The glass ceiling issue is closely tied to my career planning, as I would like to assume leading positions in the future. As I have explained earlier, the glass ceiling has remained an issue that hampers the progress of both women and minorities in the workplace (Adamovic & Leibbrandt, 2023). Knowing and applying this idea well will be very essential in succeeding in my career journey. Related to my career aspiration post-graduation, I have developed a passion for business management and believe that it will lead to a mid to senior-level position as a director or department manager in future. On the other hand, I am aware of the fact that there are some glass ceilings that I may encounter, and for this reason, I am ready to tackle them head-on.

By being aware of the glass ceiling and its consequences, I will be well-equipped to make more effective strategies concerning my career planning and advancement. This could be in the form of identifying organizations that can be trusted to provide leadership training for diversity and equity and intentionally aiming at opportunities to demonstrate my abilities and achievements. In addition, I will commit to establishing strong relationships with mentors and advocates who will offer guidance and support as I encounter the challenges in the corporate space. In addition to that, the glass ceiling will shape the competencies and skills that I will continually acquire as I proceed in my career. In the same context, I plan to strengthen my confidence, self-advocacy and negotiation skills because these are essential in overcoming the discrimination and difficulties that commonly accompany the glass ceiling. I will involve myself in leadership development programs and initiatives which are directed at the particular challenges that women and underprivileged communities encounter in reaching the top management level.

**References**

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