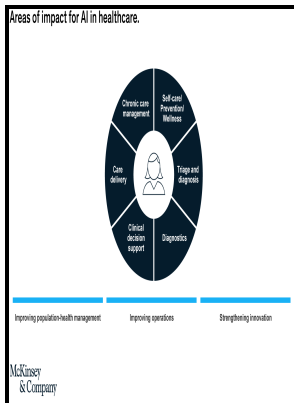


Effects of PMT on the effectiveness of managerial performance of women managers in an NHS trust.

University of Wolverhampton - Leadership & Organizational Effectiveness



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-effects of PMT on the effectiveness of managerial performance of women managers in an NHS trust.

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. We need a new and radical way forward, a paradigm shift in our conception of what a company is and how it behaves. Case study: Insurance Australia Group IAG According to IAG's recruitment policies, shortlists for vacant positions must include at least one female candidate.

Leadership & Organizational Effectiveness

This presents leadership with a challenging balancing act.

Managing and Leading a Diverse Workforce: One of the Main Challenges in Management

Conflict may be expressed openly, but it may also be hidden, in the form of irritation, resentment, loss of morale and lack of commitment. A comparison of the factors influencing the promotion of men and women to executive positions in the mid 1990s found informal identification of potential candidates for senior positions had a far greater influence on the promotional outcome for women than their background or personal characteristics Tharenou, 1995. While women increasingly embrace ambition, competition and success as part of the competitive world of office politics, many have difficulty managing overt competitive dynamics, particularly when it involves other women.

High

But there was very little evidence that the training affected the behavior of men and White employees overall — two groups who are often the primary targets of these interventions. While the business case for diversity has been acknowledged within corporate Australia, its translation into business practice has yet to be taken up across the board. Female manager Relations between senior men and upcoming women are also considered to be improved if the woman pays particular attention to her appearance.

Managing and Leading a Diverse Workforce: One of the Main Challenges in Management

Blokes don't want to take out somebody they think looks daggy or too out there. Rather, an ability to suppress or restrict emotional energy is

perceived as an important leadership trait. A number of the most successful women identified in the study do not have children.

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