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by

Submission date: 12-Jul-2021 09:22AM (UTC-0400)

Submission ID: 1618705418

File name: news_article.edited_1.docx (19.1K)

Word count: 661

Character count: 3745

Women Leaders Embracing Failure

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Women Leaders Embracing Failure

Leadership plays a crucial role in every organization or country because it helps the team hold together its vision and goals. Nevertheless, a leader needs to have essential qualities that will make all people follow them and believe in their strategies. The leadership situation presented concerns women succeeding in leadership positions. Women have continuously gained immense support in holding leadership positions in organizations and politically. However, the article argues that most women do not succeed in leadership positions because they fear failing. Jennings (2019) emphasizes that fear of failure affects females in rising to leadership positions. Nonetheless, resilience will assist leaders in achieving and being more efficient. Moreover, meaningful programs are created to make women better leaders, but fear of failure has made them unable to attain leadership roles.

Leadership positions may require critical decisions to be made, and this will need leaders to weigh the challenges by evaluating what might occur in the workplace. Jennings (2019) stated that individuals do not get to leadership without substantial failures. Also, the article has reviewed stories of different women who overcame fear of failure and managed to fail in their career but ascent again. For example, Susannah Wellford established Running Start that trains future women in leadership, inspired women to perceive their missteps as a chance to think about their issues creatively and consider how to be robust leaders. Furthermore, another leader indicated in the article is Glynda Carr, a co-founder of Higher Heights. They claimed that the more women work on leading confidently, the more chances they have of failing. But resilience is what makes leaders prosper and become efficient. Nevertheless, the article claims that women are always given leadership positions when the organization is in chaos and almost fails and is then made responsible if they cannot save the company.

I agree with the leadership situation facing women in leading careers. Fear of failing makes more women retract from leadership positions. Failure plays a critical role in supporting innovation and individuals' advancement. Therefore, for change to occur, individuals need to take risks and make discoveries. For instance, Rebecca Thompson ran shares the story of running for Michigan state legislation which she failed in 2014 (Jennings, 2019).

Nonetheless, Thompson did not consider this as her failure because it opened more opportunities for her. Currently, Thompson is a leadership coach that trains women into leadership. Therefore, I believe failure teaches individuals a lot of things in leadership they did not know. For instance, most women will be shaped to be the leader they want because it provides chances and learning in their career development. Besides, through failing, women can learn about persistence, regeneration, and reinvention of themselves and the company or country they are leading. The question to be considered in the article is why the fear of failure the main challenge for female leaders is? And Are women more afraid of failure than men?

The leadership situation presented in the article is women given top positions when the organization is under turmoil. This will make them work extra in pulling the company to overcome its failures. Women fear leadership positions because of the inability to be liable for the loss to save the organization. Glass cliff theory best explains this leadership situation because it focuses on women's spectacles in leadership roles. For instance, those who work in organization executives and corporates and the political conditions are more likely to be given leadership positions when the business or countries are under turmoil, making them have high chances of failing. The glass cliff theory was obtained from the glass ceiling, which denotes the

hidden and implicit limit on how tall women can rise in a company. Therefore, giving women this position allows the organization to blame if they cannot pull the firm from its downward spiral.

Reference

Jenning, L., K. (2019). To Succeed, Women Must Learn to Fail Forward. *U.S. News*.
<https://www.usnews.com/news/leaders/articles/2019-01-16/to-succeed-in-leadership-roles-women-must-learn-to-fail-forward>

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