

# HANDBOOK OF RESEARCH ON **Gender and Leadership**

Edited by  
**Susan R. Madsen**



# HANDBOOK OF RESEARCH ON Gender and Leadership

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*'Susan Madsen, the editor of this volume, is on the cutting edge of all recent scholarly work on gender and leadership. No surprise, then, that this edited collection of original essays is a must-read – no, a must-own – for anyone with an enduring interest in the subjects of women and power, women and authority, and women and influence. The book has twenty-seven different chapters, which means it roams far and wide, though not at the expense of depth. These are highly accomplished essays by highly accomplished contributors, which is precisely why the book is indispensable. Indispensable especially now, when questions that we thought, perhaps foolishly, were almost settled, palpably are not. Why in the second decade of the twenty-first century are so many men still at the top? Why in the second decade of the twenty-first century are so few women in leadership roles? Why some forty years after the inception of the leadership industry do answers to questions about gender and power remain still so elusive?'*

Barbara Kellerman, Harvard Kennedy School, USA

*'Anyone seeking to help women leaders develop their skills and capabilities to the fullest will benefit enormously from this book. By gathering the best current research on women's leadership and organizing it as a Handbook, Susan Madsen has done women – and the world – a great service.'*

Sally Helgesen

Author, *The Female Vision, The Web of Inclusion, The Female Advantage, Thriving in 24/7*

Although some progress has been made in recent decades in getting women into top positions in government, business and education, there are on-going, persisting challenges with efforts to improve the opportunities for women in leadership. The *Handbook of Research on Gender and Leadership* comprises the latest research from the world's foremost scholars on women and leadership, exposing problems and offering both theoretical and practical solutions on how to best strengthen the impact of women around the world.

The *Handbook* provides a brief overview of the current state of women in global leadership, explores theories (both established and emerging) focused specifically on women, and examines with both theoretical and empirical research some of the factors that influence women's motivations to lead. The authors delineate some of the most persistent barriers to women's leadership success and conclude with the latest research findings on how to best develop women leaders to improve their status worldwide.

The *Handbook of Research on Gender and Leadership* will appeal to scholars and advanced students in leadership and entrepreneurship. It will be essential reading for leadership coaches, practitioners and business people, particularly those who facilitate leadership programs for women.

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**Susan R. Madsen** is Orin R. Woodbury Professor of Leadership and Ethics in Woodbury School of Business at the Utah Valley University, USA.

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*Orin R. Woodbury Professor of Leadership and Ethics, Woodbury School of Business, Utah Valley University, USA*

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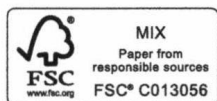
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**HANDBOOK OF RESEARCH ON GENDER AND  
LEADERSHIP**





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**Debbie Lamm Bray** has spent more than two decades helping people discover and utilize their calling. Her particular passion is facilitating women's development in their gifts, strengths, and passions. Lamm Bray was ordained in 1993 as a minister with the Assemblies of God denomination, and she recently served on the national-level General Presbytery. In addition, Lamm Bray was the first woman to have voting privileges on the Oregon Ministry Network Presbytery. She holds a Master of Arts in Theological Studies from George Fox Theological Seminary and a PhD in Higher Education from Azusa Pacific University, where her dissertation research focused on the experiences of undergraduate women in developing a sense of calling. For most of her career, Lamm Bray has served in Christian higher education; she currently directs academics and student life at the Salem, Oregon, extension campus of Northwest University, USA.

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**Constance Campbell** is the W.E. Carter Distinguished Chair in Business Leadership at the College of Business at Georgia Southern University. Her research focuses on leader identity theory and gender, and on the experiences of women who hold formal leadership positions in science, technology, engineering, and mathematics (STEM) fields. With undergraduate and master's degrees in Psychology, Constance worked for several years as Director of Counseling before completing a PhD in Management at Florida State University, USA. In over two decades of university teaching, she has won awards for her face-to-face and online teaching of leadership and management courses. Constance also enjoys conducting training with adult learners in leadership development programs for working professionals.

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