
WOMEN-CREATIVE LEADERS BORN
MANPREETDHALIWAL

Abstract: Leadership is one of the greatest qualities of mankind and as said “Leadership is not about making speeches or being liked; it is defined by results not attributes. A good leader is one who possess vision with consistency, integrity, intuitiveness, empathy, ability to listen and work in a team because he is the one who with his hard work and determination will help the organization in achieve its goals as it’s about behaviour –an observable set of skills and abilities.

“You educate a man; you educate a man You educate women; you educate a generation”-Brigham Young

Introduction: Women are one of the finest creations of god. In our country, India, they are worshipped as goddess in the form of Saraswati, Durga, Ma Lakshmi and numerous other forms in Hindu tradition and women not only today but since ages have proved with their immense power, sacrifices alongside with men in each spheres of life that they are born leaders. As said, good leader is one who is innovative, mature to handle things, understands the desires and needs of people, believes in team spirit and all these qualities have been inculcated in women since birth. Women are better at managing and motivating others because of their enthusiasm, spirituality, good social skills, team management and proper expression of their thoughts and feelings as effective leadership increases productivity and performance, leading to profits. Having the vision is an important ingredient of leadership and women are more committed, hardworking, dedicated and visionary. Infact, women should be empowered more because of the managerial skills that they possess within themselves.

Numerous challenges and hardships have come along her way but her determination, confidence and never losing spirit helped her to overcome all the obstacles. From managing personal life to developing markets, every challenge stood up but she like a real leader coped up with it effectively. From a housewife to business, corporate, education - a daughter, mother, wife in each and every role women have proved herself that she is a true leader. WLP (women learning partnership), a non-profit organization works effectively for women leadership and empowerment. It emphasizes women to take leadership roles in families as well as societies. As such, all men and women will work for a common platform eradicating the gender differences existing. Smt. Indian Gandhi, Kalpana Chawla Sarojini Naidu and numerous other women are well known by world. They have set an example to millions others and this have definitely changed the mindsets of people. Women are more persuasive, patience and good managers than men, so they are able to balance personal and professional lives more effectively and successfully. Women are the balance catalysts as they maintain a balance and fulfil all her roles very effectively. Right from the birth, a caring daughter helping her parents, a sister who sacrifices her every little desire for her siblings then gets married enters her

new phase of life - a wife and a daughter-in-laws who maintains harmony and balance with her effective skills and then a mother - the status and role which is saluted since ages who dedicates herself completely and does complete justice to this role, carries the child safely in her womb and brings him to this world. Infact she is caring and loving to everyone to whom she has not even given birth because nurturing, selflessness, maturity of mind and affectionate qualities are already built within her. She is the foundation stone of the house, who nourishes and develop children and hence becomes role model for many due to her ability to manage everything with her skills, patience, unconditional love, compassion, flexibility and morality very effectively. From nurturing a child as a mother, maintaining and building relationships, accepting and fulfilling responsibilities and challenges to touching the sky (astronauts and pilots) they have set a niche for themselves. Though with it, crimes have increased against her, she fought and continuous to fight against it.

Women participating in leadership depicts that they are equally strong as men and also provide equal opportunities to rule and lead changing the status of women as a whole. History always told us the hard work, struggle and leadership attributes of women. Queen Elizabeth 1, with her wit, determination turned England into a super powerful country.

Women -Freedom Fighters: Beginning from the freedom struggle women have led our country to get free from British rule during various Indian movements such as Indian National Movement, Quit India Movement and proved that they are the real activists in each and every sphere. Rani Lakshmi Bai, popularly known as Jhansi ki Rani with her shrewdness, confidence and determination have fought bravely with the britishers, handled every crises have imprinted her name in the annals of world history, is considered as one of the finest warriors and icon for every women. “khobladdimardani Woh to Jhansi wali rani thi”.

Women have shouldered critical responsibilities for freedom equal to men. Infact history is incomplete without mentioning their contributions in this struggle to free India. Begum Hazrat Mahal of Avado fought against the British East India Company during the Indian rebellion in the 19th century. Government of India also issued commemorative stamp in her honour in

1984. Kasturba Gandhi, wife of Mahatma Gandhi joined hands with her husband to attain freedom. She was also arrested many times but the feeling of patriotism was filled in her without any fear. Kamla Nehru, Vijayalaxmi Pandit, Annie Besant are other well known names.

Women As Entrepreneurs:

“You can tell the condition of a nation by looking at the status of the women”-Jawaharlal Nehru
 With her ability to solve problems effectively with their managerial skills and positive attitude women have placed themselves very effectively in the world of entrepreneurship and created new jobs for themselves. Earlier, they used to remain inside the four walls of the house but now in the era of modernisation they have achieved high levels of professional activities. They are CEOs, decorators, beauticians as they have strong will to do something. Shahnaz Hussein is one of the well known name in the world of herbal cosmetics, has over 400 franchise clinics across the world and her products are widely accepted. She has also been awarded the Padamshri Award in 2006 by the Government of India. Sonia Gandhi president of congress party handled every situation with maturity and gave up her position as Prime Minister to Dr. Man Mohan Singh conveying the message to all who called her as a foreigner. She is a real example of will power, determination and high spirit. India Noyil, the chief executive of Pepsi Company with her efforts touched new horizons and was listed “World’s hundred most powerful women” and “America’s best leaders” as well. Neelam Dhawan is an icon in the IT industry and is the managing director of HP. Not to forget Indu Jain, the former chairman of Times Group, the largest media house in India proved that women can manage both personal and professional lives effectively. Thus, with their leadership skills women have followed their dreams and turned into reality. Special schemes for women entrepreneurs have also been provided by the government like Prime Minister Rozgar Yojana (PMRY), Mahila Coir Yojana etc. Many NGOs are also playing a very important role in facilitating empowerment. Though women in urban areas have developed a lot but in rural they still require a big change as they feel that they should take care of the domestic life only. Even after long years of Independence, women in some areas are living in a state of neglect. They have no decision making authority even at personal issues due to the lack of right environment and knowledge.

Women As Educationists: Education forms the basics of human lives and its very important the right and value based education should be provided. If we look up today, women are highly educated and are working in various schools, colleges and other educational institutes and holding positions. An educated woman leads the nation to progress. They are more aware about their rights and know the difference between the right and wrong as education is the best way to empower women. They are holding various doctorate degrees,

engineering as well as many other higher degrees. Awareness programmes are also imparted regularly so that in each corner of the world women gets education as educated women can enhance the family very smoothly. As Margaret Thatcher said “If you want anything, ask a man; if you want anything done ask a woman”.

Women In Literature: Women in literature have set a niche for themselves in literature throughout ages. Many prominent women are story writers and poetess. Literature provided thoughts, actions and views of women which they expressed in various forms of writings. Anita Desai, Indian novelist and short story writer has been awarded the Sahitya Academy Award for her excellence contribution to literature. Shobha De also known as India’s Jackie Collins is best known for her columns in The Week. Sarojni Naidu, known as the nightingale of India is well acclaimed for her outstanding contribution to poetry. She was also the first women Governor of Uttar Pradesh state. Arundhati Roy, famous social Indian activist and novelist won the famous Man Booker Prize for her novel “The God of Small Things” and also became the biggest selling book. Thus, these women with their inner capabilities and strength have proved that they can express their feeling and opinions in forms of writings also effectively.

Women As Builders Of Society; Contribution of women in a society is endless. They make a family, from the family a house and from the house society. They teach individual the real human values and with her feminine qualities and characteristics makes society a place to live in, playing a role equal to men. Infact women constitute about 50% of the total population. Indian constitution has also given women equal rights to men in all spheres of life. Special reservations are also given to them so that they may contribute openly in society. 8 March is declared as the International Women’s day to create awareness among them regarding their rights and duties and is celebrated throughout the world. It is celebrated to respect all women who are the essence of our lives. Respect her and her contributions and sacrifices.

‘ਸੇਵਿਉਮੰਦਾ ਆਖੀਐ, ਜਿਤੁ ਜੰਮੇਰਾ ਜਾਨੁ’ -Guru Nanak Dev Ji

It’s very necessary to empower women and eradicate the discrimination which is prevailing in our society. Girl child should be valued as she is the women of tomorrow not considering her as a burden for the family. She should be made aware about her rights, responsibilities and duties. Education in this can play a major role. A woman is not only a biological creator but the foundation stone of universe.

“If a man represents strength, a woman represents endurance;

If a man represents intellect, a woman represents enlightenment;

If man represents grammar, a woman represents poetry.
 -O.V. Alagesan

Hurdles Faced By Women Leaders; Numerous problems have come along the journey of female leaders. Society and family hurdles come along her way. They experience pressure because of their multiple roles and since their birth they are dependent on their brother, father and after marriage on husband. The institute of marriage is considered very important in Indian culture. Women is not considered to be settled when she gets job and becomes self independent but when she gets married .So working becomes secondary. Then motherhood and child care is also a big and challenging responsibility along with work. So she is able to work only if she receives support from her spouse and family. So women does not gets exposure as men because family pressures, child related issues, fear of security and social constraints do not allow them to work outside their place ,as such chances of growth and development reduces. There is another perception prevailing among employees that women are not able to perform challenging works due to their personal factors. As such, they are given less chances in matters of promotions and appointments compared to men who hamper their progress. This leads to the loss of self-confidence as they are not getting vast exposure to prove themselves. Women are more emotional and this also hinders their development as they are not able to restrain their emotions affecting their work. Training opportunities and proper resources are not provided to women employees. Lack of formal education also does not allow them to understand the real-world. Sexual harassment at workplace is one of the most common problems being faced by almost every women as there is a lack of sense of respect for opposite sex. The government of India recently passed a legislative Act to protect women from harassment at workplace providing them a sense of security and improving their participation at work place. Organizations should also take initiative to provide various opportunities to women based on their capabilities .Various facilities like child care during working hours, maternity leave with incentives should be provided.

Harsimrat Badal one who stood up against female foeticide with her Nanhichhaan campaign has marched towards one common goal of developing a prosperous India. Democracy itself will develop by empowering women leaders. Kiran Bedi first Indian woman IPS officer, is a social activist is an inspiration to millions of

women in the world. She also founded various NGO'S to uplift women and promote girl child education. She has been honoured from time to time for her outstanding contributions in society.

Women are blessed with powers that enables them to handle various responsibilities very effectively Mother Teresa –a charismatic leader and an incredible individual was and still is one of the fascinating people of the 21st century. The lady who truly inspired to work for humanity .Her dedication towards work, innovation, compassion, goal oriented created an environment an environment where millions called her name-Our mother. Her life and style of leadership was unique .She was a social leader who helped everyone irrespective of caste, creed, colour or sex. She founded Missioners of Charity dedicating herself for helping the orphanages, sick and needy. She possessed transformation and charismatic leadership skills. .

Women are more patient, good listeners, flexible, persuasive, assertive and empathic than men. They have their effective style of making decisions, solving problems ,avoiding conflicts and making workplace more congenial .If we look ,we will find that nations where women have advanced economic growth is steady such as in Japan 23% of the private firms are established by women. Similarly in China also women founded 25% of the businesses since 1978. In business, women are demonstrating their unique abilities to achieve great results as they strongly believe in their abilities. Women leaders have great power to bring individuals at on common view point as they possess great understanding about internal human feelings .With ability to manage feelings and emotions ,conflicts are also handled.

“Women are leaders everywhere you look.

From a CEO to the house,

Wife that holds together a home,

Our country was built by a woman who stands alone”. -

Denise Clark.

There is no stopping for women once they determine to do. Education has and is continuing to develop and motivate her. They are an important part of society. The voice of women will lead to equal and developed society. So, respect them, love them for their countless contributions in each and every field .As in the words by Martina Navratilova

“I think key is for women not to set any limit”.

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