

(Download free pdf) Closing the Leadership Gap: Add Women, Change Everything

# Closing the Leadership Gap: Add Women, Change Everything

Marie C. Wilson

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CLOSING THE  
LEADERSHIP **GAP**

★ ADD WOMEN,  
**CHANGE**  
EVERYTHING

**MARIE C. WILSON**  
FOUNDER OF THE WHITE HOUSE PROJECT

"Sharp, compelling, and completely on the mark.  
Every woman who has ever thought about running  
for office, running an organization, or running a  
Fortune 500 company should read this book."  
—SPEAKER OF THE HOUSE NANCY PELOSI



★  
WITH A NEW AFTERWORD

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**Marie C. Wilson : Closing the Leadership Gap: Add Women, Change Everything** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Closing the Leadership Gap: Add Women, Change Everything:

1 of 1 people found the following review helpful. Good ReadBy BaronIt was interesting to me to see a shift in the way Marie Wilson talked about women. At first, she seemed to be playing into the stereotypes often weighing down females in the workforce and in politics, but then she began to twist these qualities into a glorification of feminine characteristics and how these qualities can make women great leaders. There was an incredible amount of valid facts and reliable studies as well as numerous examples of strong females in high power positions. These mentions are powerful and inspiring, but also sad because despite all the successful women they are still a small fraction compared to men. The main point of this book that I enjoyed was that women should stick together and help each other out. So many times we try to back stab each other and compete, but that just brings the gender down as a whole. If we work

together, it will be more possible to close the gender gap. The only critique of the book I have is that for most of my reading I felt Wilson was victimizing women, sort of like a "woe is me" approach. But towards the end, I realized that was not the case but I wish it would have been more clear earlier, and more would have been mentioned about taking action. 0 of 0 people found the following review helpful. Decent, but occasionally dodgy By Madeline Hero While I enjoyed reading this book and the infodump that came with it, I can't bring myself to give it a five. There were several quotes that were elipses in places that made them a little less credible, and I think that's an editing error that is easily fixed. Otherwise, the book didn't layout an effective and plausible action plan to deal with the lack or plurality in American leadership, or to get more women into leadership positions. That said, this book is more of a call to arms than an review of the situation, and does get the juices flowing about how one feels about the current state of women in the world, but especially in the US, which is not even the top 100 on equality for women (taken from the book) and make you upset enough to consider other options. Over all, effective and enjoyable, but not the perfect read. 0 of 0 people found the following review helpful. Women in Leadership! By Joe I ordered this book for a Women in Leadership college course, and it really sheds light on some very sensitive issues. This book is packed with factual, statistical, and very informative information. This book is very motivating and inspires the reader towards change. Read this with an open mind and you won't be disappointed.

The defining examination of the new role of women in America? now fully revised When first published in 2004, Marie Wilson's Closing the Leadership Gap finally drew attention to what everyone knew but no one talked about? the lack of women in America's leadership positions, even though compelling research shows that women enhance the top decision-making process dramatically. And yet, even as our nation sits on a world spinning with crises, we have barely begun to tap that most critical natural resource. With the possibility of America's first woman president looming large, now is the time to revisit this inspiring call to action.

.com Ms. Foundation President Marie Wilson is looking for some good women and men to become "post heroic" leaders. In Closing the Leadership Gap, Wilson focuses on the virtues of sharing power by skewering culture bound male leadership styles and celebrating the arguable premise that women use a similar "recipe" of leadership values such as inclusion and cooperation. As co-founder of the White House project on women's leadership, Wilson is passionate in her belief that women's voices at the table offer an opportunity to shape policy around the marginalized issues of violence, education and healthcare. Making room for women at the top also gives men permission to bring their soft side to work." As she explains, "Both men and women must be in power to moderate the influence of masculinity in all of us." Such polemic does not prevent Wilson from making a persuasive case for role expansion rather than role reversal. Her practical approach to developing women as leaders is two pronged. First, individual women must confront four "Scarlett A's" (authority, ambition, ability, authenticity) that create barriers to leadership. Then, she describes the cultural and institutional changes that would involve men and women in sharing domestic leadership. Her examples are fascinating and eclectic--including anecdotes about A-list leaders such as Hilary Clinton and Paramount Chair Sherry Lansing; research about hairstyles, husbands, and hemlines of female candidates; and tales from her election to the Des Moines City Council. Wilson puts on gender glasses to examine the "celluloid ceiling" in Hollywood. In all of her examples, the goal is nothing less than changing expectations of both sexes. Even those readers who may not agree that women share similar--even superior--leadership values, will applaud her goal: The opportunity for women and men to integrate the satisfactions of leadership and family life. --Barbara Mackoff From Publishers Weekly Women comprise half of the U.S. population and workforce, yet they hold only 14% of seats in the U.S. Congress and 12.4% of Fortune 500 board positions. More embarrassingly, the United States ranks 60th in women's participation in government, behind India and tied with Andorra. Wilson, president of the Ms. Foundation for Women and founder of the "Take Our Daughters to Work" day, argues that the future could be a brighter place for all by "changing society from a system built on the labor of women to one led equally by their vision." To do this requires nothing short of a cultural revolution, according to the former beauty queen, mother of five and corporate culture pioneer. With so-called women's issues like health, education and senior care at the forefront of everyone's agenda, women more than ever have a substantial contribution to make in shaping government policy and leading in both the workplace and home. Infusing the workplace with women's values--"inclusion, communication across lines of authority, the work of caring, relationship building"--would integrate professional and personal life for everyone's benefit, Wilson argues. She points to progressive law firms that allow law partnerships for part-time lawyers, hold working-parent lunches and offer gender-neutral flex-time, as examples of creating win-win workplaces for both men and women. She also advocates unorthodox measures, like President Barbie, to set ambitious role models for girls. Although sometimes prone to over-generalize female values, this is a persuasive and logical text that is less about women running the world than allowing them to have a meaningful role in its custody. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. From Booklist This is a polemic on women's issues, but a polemic communicated with passion. Ever since the appearance of Bella Abzug and Gloria Steinem, the media and business have been filled with break-the-glass-ceiling cries. Unfortunately, those demands are still not met,

as Wilson, president of the White House Project and the Ms. Foundation for Women, so eloquently points out. She discusses five characteristics (authority, ambition, ability, authenticity, and culture); compares male and female versions; then selects a few role models to define the next generation. How to begin? Texas law firm Vinson Elkins began its transformation by picturing some of its major clients: executive women. Old and new change agents such as Eleanor Roosevelt and Hilary Rodham Clinton are liberally quoted and advice is given, from specific leadership-promoting films (e.g., *Whale Rider*, *Real Women Have Curves*) to interviews about obstacles and solutions. A thoughtful compilation with some not-so-specific guidelines for change. Barbara Jacobs Copyright copy; American Library Association. All rights reserved