

Gender Equality and Leadership

Transforming the Organizational Culture

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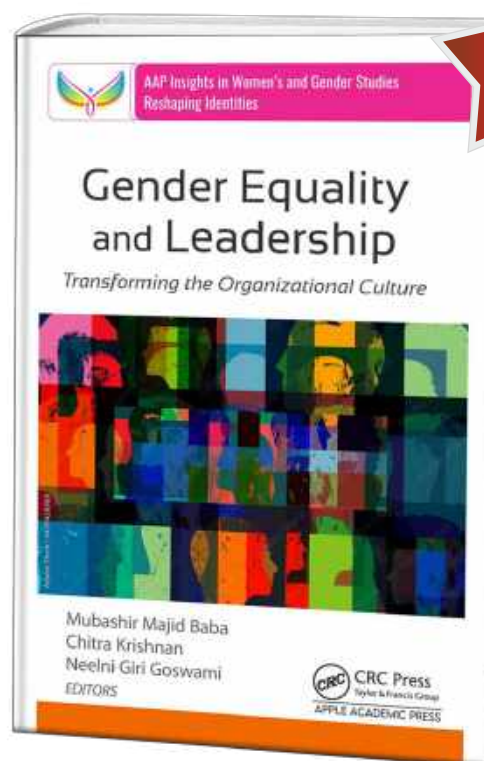
This new volume, **Gender Equality and Leadership: Transforming the Organizational Culture**, explores the intricate relationship between gender dynamics and effective leadership in various contexts. Drawing on research and real-world examples, the book offers insights into how fostering gender equality can enhance leadership effectiveness, promote inclusive organizational cultures, and drive positive societal change.

This book stands out from others on the subject due to its nuanced examination of the intersection between gender equality and leadership. It goes beyond theoretical discussions, offering practical strategies and case studies that illustrate how gender-inclusive leadership positively impacts organizations and communities. Additionally, it emphasizes the importance of not only empowering women leaders but also dismantling systemic barriers that perpetuate gender disparities.

This book chapters discuss the historical development of gender norms as well as current approaches that have successfully removed obstacles. They shed light on the tales of trailblazing people who defied expectations and broke glass ceilings, demonstrating that leadership is open to people of all genders. Chapters explore gender inequality in educational and workplace leadership, workplace gender equality in Eastern and Western regions, the importance of big data analytics in promoting diversity and gender equality, gender equality and female entrepreneurship, gender diversity in the labor force and economic growth, and more.

This book is a mosaic of voices, experiences, and viewpoints bound by a single goal: creating a society where gender no longer determines the prospects, rights, or influence. The writers of this collection, who come from different backgrounds and areas, thoroughly examine the struggles and victories encountered on the path to gender equality in leadership. Their observations explore the subtleties of prejudice, discrimination, and unconscious biases that continue to exist in our institutions and workplaces. They pave the path for a more inclusive and fair future via thorough research, personal accounts, and creative solutions.

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FROM THE FOREWORD . . .

"Shed[s] light on the challenges that organizations face through the lens of gender equality and leadership. The chapters within this book employ various theoretical, philosophical, qualitative, quantitative, and mixed approaches, providing international or national dimensions. They delve into the intellectual understanding of gender equality and leadership, offering valuable insights for researchers, practitioners, and leaders alike."

—From the Foreword by Fatma Nasser Al-Harthy, Deputy Assistant Vice Chancellor for Electronic Systems and Students Services, University of Technology and Applied Sciences, Ibra, Oman

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7 color & 21 b/w illustrations.

378 pages with index.

ISBN hard: 978-1-77952-046-3.

ISBN ebook: 978-1-77964-330-8

\$180.00 US | £140.00 hardback.

February 2026

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To pay in Indian rupees, send your inquiry with the promo code APP15 for discount of 15% off list price via email to : marketing@tandfindia.com or inquiry@tandfindia.com

Exclusively co-published with

CRC CRC Press
Taylor & Francis Group

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