

## **Transitional Skills for Leadership and Management**

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### **Abstract**

This term is used to describe a 'barrier' which is invisible to prevent advancement in someone's career in this instance Women.

According to a Report ILM 2012 most women aspiring to senior management positions believe the glass ceiling to career progression still exists, according to a report by a leading UK management organisation.

The survey of 3,000 members of the Institute of Leadership and Management (ILM) found 73% of female respondents felt barriers still existed for women seeking senior management and board-level positions in the UK. In contrast, just 38% of men believed there is a glass ceiling.

But then it lifts as Women Warriors take the lead in business as the findings, which came from an even sample of men and women with an average age of 43, also revealed that 24% of women under 30 expected to start their own businesses within 10 years, compared with 20% of men!

Penny de Valk, the institute's chief executive, said the pressure on many women to combine childcare with career aspirations was "part of the cocktail". If large organisations wanted to nurture the talent of their best female employees, they needed to start challenging some of the unwritten rules of what senior management roles looked like.

"It's not that women are risk-averse; younger women in particular are incredibly ambitious around entrepreneurial activity. Yet we can see that a promotion path within a large organisation is almost seen as riskier for them, on a personal basis, than going out and setting up their own venture," she said.

Regardless of Gender and any barriers whether obvious or not Leaders are born not made in my opinion and Great Leaders don't normally make great Managers.

Of late in the UK 2015 and on Social Media there are many debates on this subject and now many Boards in the UK have been set up to tackle this issue of Gender discrimination.

I myself have been asked to speak at the Women's' Power Conference Liverpool March 2015, having just been a Speaker at the Liverpool Women in Business Conference Feb 2015. I am very cautious of having myself stereotyped into championing this "Glass Ceiling", as I find it a myth as Women who wish to succeed, go on to have successful businesses.