



University of
Sheffield

Women in Public Sector Leadership

Breaking Down Barriers to Success

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**A WORLD
TOP 100
UNIVERSITY**

Today's Agenda

- To celebrate women leaders' success
- To learn from others, and develop supportive networks
- To recognize the barriers that exist for women leaders, and how we can challenge them
- To develop strategies for your development as a leader

Keynotes Networking Sessions Q&As Case Studies Workshops



Challenges and Barriers to Women's Leadership

Why do we need to continue to discuss barriers to women's leadership?

Women leaders continue to be misrecognized and face challenges to their legitimacy

- media (mis)representations reflect and sustain gendered stereotypes



But ... there is an increased resistance to sexism and misogyny

- Calls for redistribution of cultural values that challenge the *leader = male* stereotype

How can organizations support women to become, and remain, leaders?

- Support women;
- Be open to leadership learning that reflexively considers the:
 - People (who)
 - Place (where)
 - Process (how)
- of Leadership



What should be the key priorities to develop an equitable and sustainable model of leadership for women?

Women alone cannot fix this;

Women encounter barriers at the micro, meso, and macro levels;

We need multi-level solutions;

There are no quick fixes.

