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**DEPARTMENT: MANAGEMENT AND INFORMATICS**

**MASTER THESIS**

**“EFFECTIVE LEADERSHIP AND GENDER ISSUES”**

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## **INTRODUCTION**

Analysis of the types of leadership, approaches and concepts of gender issues in leadership will clarify the ways and differences of leadership from male leaders and female leaders ranging from the definition of leadership proceeding with further data collection in order to try that.

It is clear that the leadership by men is more dominant over the leadership by women, having advantages and disadvantages, also prejudice and leadership styles that differ from the opposite sex.

It is known that women want to reach top management and have some barriers to achieve this goal. At the same time, it is common knowledge that men have positions of political leaders and sphere of education. Nonetheless, from numerous researches we can understand that it is mostly about what the main differences in a leadership and management are at the basis of separation of the sexes, male and female.

## CONCLUSION

Leadership is the process used to influence in a group towards the achievements or group targets, since these members of the group see that influence as legitimate.

Leadership does not mean control and surveillance. Leadership, according to Welch, means open organization, liberated from bureaucracy and every thing that prevents the free movement of ideas, people and decisions. He does not support the style "I am in a higher position than you and will do so as I say." He prefers to inspire others who want to do the job by themselves. This to be successful, you have to never get managed by the help of threats, but tell them how with their efforts they can contribute to the development of the company.

It would be better to send a thank you letter to your colleagues and customers.

### **“Leadership is influence.” – John C. Maxwell**

Attempts to give a definition of leadership is an illusion and failed initiative; the best example of leadership is leadership through examples, Jerry McClain said we can not understand leadership by definition, but only from the postulates of life.

First, leadership is responsibility, based on values and work more seriously than in the image.

Second, is that leadership, same as management focuses not only in businesses, but in matters of everyday life and in every kind of organization, in other words, not only in business organizations.

The distinguishes between a bad and good leader is the making of the desicion.

But in a complex dynamic environment it is not so easy to make decisions through predefined techniques or models.

The techniques are not sufficient in a complex dynamic context, where there is a need for intuit and then for strategic decisions.

Leaders first need to invent and use intuition, to smell the change and weak signals of context. Complexity and uncertainty nowadays are the norm situations.

So it is understood that decision making is mainly based on those people’s values that will take the decision, and leaders are involved.

For example, the current global crisis is not a financial crisis (as most people believe), but a crisis of decision-making. Making decisions is governed by values and the question mark is in the values of preesent "leaders".

James C. Georges of ParTraining Corporation notes in an interview with Executive Communications: "What is leadership? If you remove it for a moment the issue of morality, it will remain only definition: Leadership is the ability to have conductor.

"Once you define leadership as opportunity to have conductor, you move from the point of discovering how to lead."

Therein lies the problem. Most people define leadership as the ability to achieve the position, not to earn conductors.

For this, they go after the positions, ranks or titles and when they reach that, they think they have become leaders.

This type of thinking creates two common problems: those who possess the "status" of leaders often have frustrations of only a few conductors and those who lack the title given do not see themselves as leaders and for this they don't develop their styles leadership.

In this thesis we have discussed about leaders, leadership and management style, distinguishes between men and women in leadership.

From these descriptions and analysis we suggest that a lot of people are born leaders. They acquire skills of leaders and learn leadership, both men and women.

A short guide for the thesis is like a summary of the main points, which gives a view of the entire thesis.

Starting from the area of research I would say that according to the theme Female and Gender Leadership, belonging to the male and female styles of leadership and bridging research leads us towards female leadership.

The research problem remains the same: What are the main differences in leadership between men and women, and styles of management in the context of gender roles and leadership? How hierarchy of male and female can push to investigate.

This zone and question is very current now, and will bring to female leadership, how women are applying their leadership and management style and what kind of features and organizational culture they hold.

In other words, how women deal with leadership and management in the world dominated by men. Relevance and implication of the research is that the two are intertwined. Therefore, each research is important and will be respected for the writer / author, teacher, than to other interested parties. The importance of this research is a core to make inquiries.

Best leaders, male and female, use rationally and with success all gained skills by their surroundings, profession, work, environment, situation. This is why at all times the best leaders female and male adhere to this: "They will do things that they think they can not do ..."

Women, combine autocratic and democratic style of leadership. However, men and women have different social roles, for example at home and in the workplace.

While men hold automatic leadership style, but it depends on the area and country-occurrence. Therefore, the style of leadership of women and men is related to their roles.

For example, women are keeping home and working, at the same time men are participating in housework, but mainly they are making career and are busy with work.

Men are considered that they give priority to the profession of their work, while women, particularly those with family responsibilities are divided almost to work and family, and it represents a stressful approach in leadership and in continuous hesitation if they will manage to be successful in these two roles.

However, men and women have different characteristics and try to adopt each other's style of leadership in order to be competent as a leader.

Also, if male and female leaders hold the natural born capabilities of leaders, such as awareness, building relationships, clear expectations, to develop followers around, to develop skills that affect leadership, to influence others to follow it willingly, and as a leader in many core areas: of business, education policy, and other sports.

In addition, personal skills and professional competences are important. Men and women can use these skills to achieve results and to achieve their goals, it is very important for men and women.

One should not neglect the fact that at times today when the process of globalization has involved every sphere of life, women with her potential of leadership and the intellectual capacity is a leader in many of political, economic, legal, academic, etc institutions, and it is an indicator that women leaders, know how to lead and be successful as much as men, just that once has not been accepted.

Any civilized society needs educated and professional women and why not those represent it with dignity, as a promoter of the values of that society.