

Abstract

My research shows that despite societal barriers such as the stereotypes of women, and the type of job women traditionally occupied, and organizational barriers, such as working hours and inflexible company policies, women who made it to leadership roles not only display an equal level of capability, but also tend to adopt a different leadership style, transformational leadership, which focuses and capitalizes on human resources (employees) to optimize the company's performance. This strategy, which my research will show that women leaders are more likely to adopt, proves to be strongly connected with the higher performance of women CEOs in terms of financial returns. If so, then an increase in women business leaders also carries the potential to change the dominant masculine stereotype of leadership in the U.S., which emphasizes masculine attributes and an authoritative approach, in favor of interpersonal skills and a more cooperative approach to leadership.