

# WOMEN RISE, WE ALL RISE

## THE VALUE OF WOMEN IN LEADERSHIP



Women in leadership support and implement policies that invest more in:



health



education



social services

When women are empowered as leaders, countries experience **higher standards of living** and positive developments in education, infrastructure, and health.

## WOMEN IN LEADERSHIP FOR SOCIETAL WELL-BEING

### 1. WOMEN LEADERS ENCOURAGE WOMEN IN THE WORKPLACE

#### Tipping Point

Women in positions of power have the desire and ability to **uplift other women**, as indicated by the “**tipping point**,” a critical mass beyond which women occupying leadership positions change fundamental biases and assumptions, start to hire and promote more women in a virtuous cycle.

#### Role Model Effect

Women leaders are key to inspiring women and girls everywhere. **Two-thirds** of Americans say it is especially important for young women to see **women in leadership positions** as role models. Research in India has shown that as a result of establishing female quotas for leaders on the village council, there were **multi sectoral co-benefits** that followed, including: more women/girls engaged in informal employment outside the household, **elimination of the gender gap in adolescent education**, and increases in girls’ and women’s aspirations.

## 2. WOMEN IN LEADERSHIP POSITIONS BRING STABILITY & SUSTAINABLE GROWTH



If women hold at least 30% of legislature seats, the result is a government that is more egalitarian, democratic, and more likely to have less conflict and more lasting peace agreements.

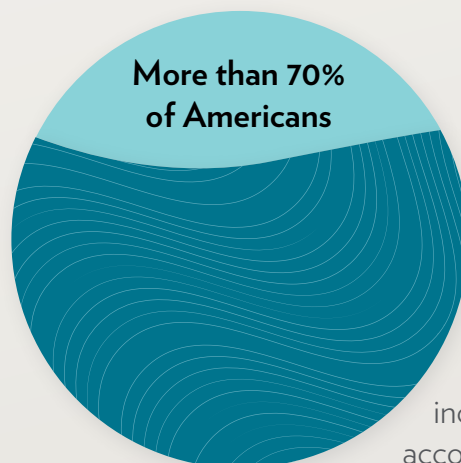
According to a meta-analysis by the American Psychological Association comparing men and women's **leadership styles** on a comprehensive criteria, women leaders exhibit majority transformational traits, while male counterparts employ transactional leadership styles.



**Gender equality** in the workforce can significantly increase economic growth. McKinsey estimates that full workforce gender equity would lead to a doubling in global GDP growth by 2025, a \$12 trillion growth.



Having three or more women directors/board members **unlocks benefits** including greater innovation, better decision making mechanisms, and a return on equity that is 10.1% annually (versus the 7.4% annually from companies without).



say that having more women in leadership positions has significant impacts,

including improving accountability in wage equity, promoting inclusive maternal/paternal leave policies, and championing racial and gender diversity in the workforce.

### 3. INVESTING IN WOMEN'S LEADERSHIP DEVELOPMENT CAN HAVE EXPONENTIAL SOCIETAL IMPACT



Center for Creative Leadership's work with female health leaders show that based on 119 survey respondents, the impact of investment in leadership development was 23% higher in women than men.

## WOMEN IN LEADERSHIP FOR GLOBAL HEALTH

### 4. WOMEN IN POWER IMPROVE HEALTH POLICY

In a study analyzing 159 developing nations, researchers found that an increased number of women in parliament led to documented greater investments in education, quality healthcare, quotas to promote women's political participation, and greater **protections** from all forms of gender-based violence.



Women's political representation results in a 1.5 percentage point reduction in neonatal mortality.



Countries with women steering government responded to **COVID-19** effectively, but so have countries with greater gender parity in decision making bodies for **health care, social support** and **economic recovery**.

### 5. WOMEN LEADERS EMPLOY MULTI-LEVEL SYSTEMS CHANGE

When in leadership positions, women **influence** the types of **policy issues** that get considered and the types of **solutions** that are proposed, across party lines and with an increased focus on families and communities.

