Leadership: Do Men and Women Do It Differently?

Presented by
Kristen Knepper, JD

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State of the Legal Union

- Women currently graduate from law school at parity with men
- Women currently earn 60% of college degrees, and Masters degrees
- Women make up 52% of the professional work force
The (Gender)Gap

- Women are 18% of all law firm partners
- Female partners earn on average 44% less than male partners
- Legal occupations see some of the highest gender pay gaps

What We Know

- Gender diverse teams outperform homogeneous teams by 15%
- Adding women to teams increases financial revenue by an average of 41%
- Women at C level adds an average of $44 million annual earnings to an organization
We Also Know

• Start ups with a female founder are 63% more likely to succeed than an all male team

• Ending the gender wage gap would add an additional $4.3 trillion to the US economy by 2025

So Why Aren’t We Doing It?
Goals

• Understand the positive impact of women leaders in the workplace

• Increase our ability to recognize, interrupt, and minimize gender bias in the workplace

• Foster a dialogue that creates a culture of inclusion

What is Leadership?
Emotional Intelligence

• self awareness
• self regulation
• empathy

Feminine and Masculine
Masculine

- presence seeking freedom
- desire for thoughts to be respect
- I think
- analytical, rushing, winning, logical, concrete, impatient, assertive, aggressive, organized, competitive

Feminine

- motion seeking safety
- desire for feelings to be cherished
- I feel
- intuitive, soft, creative, calm, collaborative, nurturing, abstract, patient
Commonality

- Seen authentically
- Valued for contribution
- Celebrated for self

The Three Identities
Think About

**PROCESS**
How does your identity from yesterday impact you today?

**MEANING**
Would you be the same person without that identity?

**INCLUSION**
What does it feel like to hide that part of yourself?

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Feminine Leadership

- Emotional Intelligence
- Collaboration
- Creativity
- Art of Allowing
How Valued Are Feminine Traits?

What’s in the Way?
Socialization

Sadker and Zittleman, Still Failing at Fairness: How Gender Bias Cheats Girls and Boys in School (2009)

The Tightrope

Heidi v. Howard, Harvard Business School, April 2010
Speaking While Female

Maternal Bias
Think About: Styles and Stereotypes

- Are different styles encouraged and well received?
- Are stereotypes discussed?
- Is there room for individuals to bring their whole self to work?
- Are different experiences accepted as true?
- Is it safe to fail? For some or all?
- Do we criminalize those who do not know or who disagree?
Questions
Your opinion matters!

Please take a moment now to complete the evaluation.

Thank You!