

WOMEN, POWER AND AUTHORITY

Women In Business

Dr. Helen Eckmann

Women

Historical sweep of women and their relationship to work

- Women building the wall in Nehemiah & Debra in the Book of Judges
- Lydia in the time of Jesus
- Queens Victoria & Elizabeth – Margaret Thatcher
- Work usually resembled “home” jobs

Behind the Scenes

- Marion Sandler co-CEO since 1963 of Golden West Financial (Golden West stock is up 44% this year)
- Currently Women in Work are finding:
 - Earn 67 cents to a dollar of their male counterparts and “Women don’t ask”
 - Eight of the Fortune 500 Companies have female CEO’s
 - 3% of top earners in Fortune 100 companies
 - 48% middle managers, 12% corporate officers
 - “Second shift” “Mommy track” & “Family friendly”
 - Make less money when they have children/men make more

Women getting educated

- Law and Medical schools = 50% women admitted
- Business Schools only 30 percent.

Power

Men don’t listen to women’s advice on how to lead

Powerful and successful women often describe feeling, “ridiculed when they tried to participate in the male-dominated world.”

Six stages of power according to Janet Hagberg:

Powerlessness, Power by Association, Symbols, Reflection, Purpose, Gestalt Confidants and Allies

Rena Weeks, 1994, Baker and McKenzie, Jury award \$7.1M (\$3.5)

Martin Greenstein paid \$225,000 personally

Breast cancer

Authority

Different from leadership (emotional and rational)

Five reactions to: Comply, Confront, Seduce, Ignore, and Depend

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Quotes:

“Women have to have a killer instinct – to go for the jugular.”
Marion Sanders

“I have yet to hear a man ask for advice on how to combine marriage and career.”
Gloria Steinem

“Nobody can make you feel inferior without your permission.”
Eleanor Roosevelt

“The hardest years in life are those between ten and seventy.”
Helen Hayes

“In politics, if you want anything said, ask a man. If you want anything done, ask a woman.”
Margaret Thatcher

References:

Hagberg, Janet O. Real Power: Stages of Personal Power in Organizations (Rev.ed). Salem, WI: Sheffield Publishing Co. 1994.

Babcock, Linda. (2003). Women don't ask. New Jersey: Princeton University Press.