Advancing Women and Leadership Theory: Moving Forward

Susan R. Madsen, Utah Valley University
Advancing Women & Leadership Theory

DEVELOPING WOMEN’S LEADERSHIP: THEORIZING FOR POLICY AND PRACTICE

PROF. SUSAN R. MADSEN

Why Do I Care?

• Head, heart, and hands
• Ultimate goal
• Lack of applicable theoretical frameworks
• Data matters
• Inequity continues
• Work still to be done
Advancing Theories of Women & Leadership—Case

1. Utah Colloquium
   - Initial idea (January 2013)
   - Partners (Summer 2013)
   - Call for nominations released (October 2013)
   - Not hosted by an association or formal group
   - Nearly 100 submissions (70 accepted)
   - United States, Canada, Europe, New Zealand
   - Senior, junior, and emerging scholars (showed evidence that they would move things forward)
   - Various disciplines

Utah Colloquium

Participants only covered costs of their lodging and transportation.
Utah Colloquium

1. Continued...
   - Nine groups (collaboratories) formed in January 2014 with facilitators or co-facilitators for each
   - Online work began February 1, 2014 (online platform—3 months)
   - Colloquium: May 18-20, 2014: Utah Valley University
   - Transformational experience for many
   - Seven of nine groups are still working together
Other Gatherings

2. Developing Leadership Capacity Preconference (Lancaster, UK, July 2014)
3. International Leadership Association Preconference Workshop (San Diego, CA, October 29, 2014)
4. AHRD-Asia Chapter Preconference Workshop (Seoul, Korea, November 12, 2014)
5. AHRD Annual Conference Session (St. Louis, MO, February 20, 2015)

Other Gatherings

6. UFHRD Session (Cork, Ireland, June 6, 2015)
10. ILA Preconference (Barcelona, Spain, October 2015)
GWU Think Tank

- **Objectives**
  - developing a comprehensive, global strategy for women and leadership theory and research
  - prioritizing theoretical and research needs
  - connecting researchers, research centers, and organizations willing to collaborate
- **Website**: http://mcampuzano2.wix.com/thinktank

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- **Participant questions:**
  - What is the current status of women and leadership theory?
  - Given the multiplicity of contexts, cultures, and social norms relating to leadership, how should leadership theories for women be developed?
  - What are the gaps and research priorities for advancing women and leadership theory?
  - Diverse voices, cultures, context lead to diverse answers
GWU Think Tank

Outcomes

- 176 scholars involved (mailing list)
- Dozens of scholarly contributions (e.g., book, journal articles, book chapters, conference presentations)
- New theory has been created
- Is being taught to undergraduate/graduate students
- Has provided the foundation for 100s of workshops, keynotes, media interactions, etc. (around the world)
- Is helping guide leadership development initiatives, programs, and public policy in communities, states, and countries