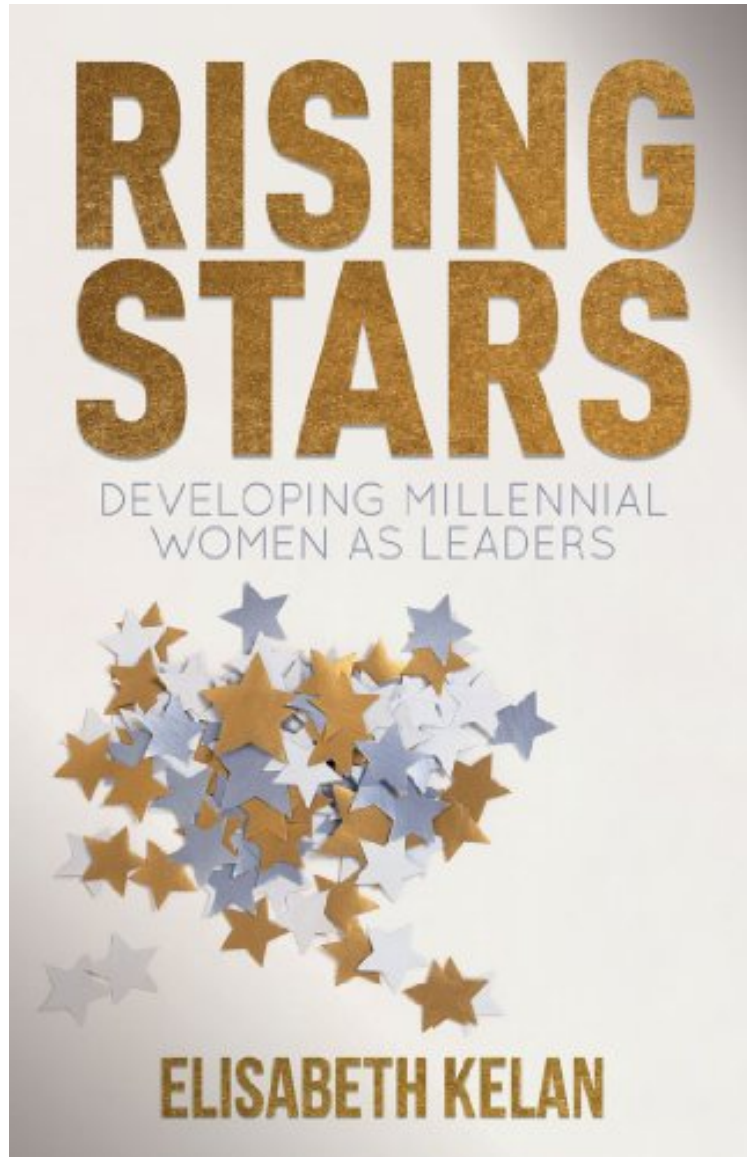


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Rising Stars: Developing Millennial Women as Leaders

Dr Elisabeth Kelan

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Dr Elisabeth Kelan : Rising Stars: Developing Millennial Women as Leaders before purchasing it in order to gauge whether or not it would be worth my time, and all praised Rising Stars: Developing Millennial Women as Leaders:

ENSURE GENERATION Y WOMEN REACH THE TOP IN YOUR ORGANIZATION Many organizations believe that the Millennial generation is paving the way for innovation, yet employers struggle to understand what makes this

generation tick. Alongside this issue, in spite of decades of equal opportunities legislation in the Western world, women are still scarce in the most senior positions in organizations. This has led to heated debates about the merit of quotas for women on boards and in senior roles. Yet these issues are very rarely considered as one. Understanding how gender and generation work together is vital to shaping the transforming workplace. For the first time, *Rising Stars* explores gender and generation through the lens of Millennial women. Drawing on detailed original research, it shows organizations how to understand professional women in their twenties and thirties so that the business can develop these employees into future leaders. Featuring signature practices from a variety of global businesses, *Rising Stars* is the only book organizations need to set the parameters for change and is invaluable for Generation Y women to make sense of their own career paths.

“This review relates to the current debates about the lack of fit between the work and non-work roles that women, often simultaneously, adopt. . . . an empirical contribution to our understanding of how women are experiencing employment in light of their preferences and non-work roles. . . . book makes suggestions for how organizations and society need to adapt to support women’s choices, skills and abilities.” (Karen S. Markel, *Work, Employment and Society*, Vol. 30 (1), 2016)

About the Author
ELISABETH KELAN, PhD, is Professor of Leadership at Cranfield School of Management. She has written numerous academic articles and two books. *The Times* featured her as one of the management thinkers to watch and her research was reported in *The Financial Times*, *ABC News*, *Die Zeit* and *El País*; amongst others. She sits on the advisory boards of the Women’s Empowerment Principles, a partnership initiative of UN Women and the UN Global Compact, and the National Society of High School Scholars Foundation. She is an associate editor of the journal *Gender, Work and Organization* and is on the editorial board of the *British Journal of Management*. She previously worked at London Business School and holds a PhD from the London School of Economics and Political Science.