

## ECMLG 2024

20th European Conference on Management Leadership and Governance

14-15 November 2024, Lisbon, Portugal

### Mini Track on Women in Leadership: The Liminal Fluctuating Spaces They Occupy

Mini Track Chair: **Valerie Priscilla Goby**, Zayed University, Dubai



The space in which women can take on leadership and management roles is a dynamic one evolving at various points between the contradictory forces of legislative and institutional support versus traditional views of gender roles. To greater or lesser extents, women leaders continue to be impacted by traditional gender associations which typify leaders as men and women as essentially domestic, nurturing creatures.

Academic literature demonstrates that leadership identities are formed by individual women as they navigate their own specific organizational, social, and cultural contexts. These identities do not necessarily resonate with traditional gender expectations, and they may be recreated from fluctuating gender norms. This mini-track will explore how women in leadership and management roles function and respond to the conflict between surviving gender associations and women's increasing economic agency. It is concerned with examining how societal expectations and individual agency affect the professional development and careers of women leaders.

We are inviting submissions of abstracts for presentations on the following topics:

- The social construction of women leaders
- The impact of culture on women in leadership roles
- Identity work and women leaders
- The gap between legislative encouragements and traditional gender constructions
- Stereotyping of women leaders
- Benevolent and hostile sexism in relation to women leaders



**Valerie Priscilla Goby**, PhD (Business, Finland), PhD (Communication, Australia), FHEA, SFHEA, a professor at Zayed University, Dubai, has published across a range of disciplines including business ethics, leadership, cross-cultural communication, CSR, and gender studies in journals such as *Journal of Business Ethics*, *Leadership and Organisation Development*, and *Women's Studies International Forum*.

#### Submission details

In the first instance a 300 word abstract is required, to be received by **24<sup>th</sup> April 2024**. Submissions must be made using the online submission form at <http://www.academic-conferences.org/conferences/ecmlg/ecmlg-call-for-papers/>

If you have any questions about this track, please email the mini track chair: [valeriegoby@gmail.com](mailto:valeriegoby@gmail.com)

See more about ECMLG at <http://www.academic-conferences.org/conferences/ecmlg/>