## Women, Business and Leadership

Gender and Organisations

## Edited by

Alexander-Stamatios Antoniou

Associate Professor of Psychology, National and Kapodistrian University of Athens, Greece

Cary Cooper

50th Anniversary Professor of Organizational Psychology and Health, Alliance Manchester Business School, University of Manchester, UK

Caroline Gatrell

Professor of Organization Studies, University of Liverpool Management School, UK

NEW HORIZONS IN MANAGEMENT

J?T? Edward Elgar

Cheltenham, UK • Northampton, MA, USA

## Contents

	of contributors oduction	viii x
PAF	RT I LEADERSHIP AND AUTHORITY: WOMEN AT THE HELM	
1	Women's entrepreneurship: discussing legal perspectives in light of individual and institutional drivers  Ulrike Fasbender and Yue S. Ang	2
2	Women in management and on corporate boards of directors: accelerating progress  Ronald J. Burke	19
3	Women leaders in times of economic crisis: leadership style, career self-efficacy, and job insecurity  Alexander-Stamatios Antoniou, Nikos Drosos and Mara Kourtoglou	41
4	For better or worse? Human resource practices and women in leadership <i>Sanjeewa Perera</i>	61
5	Gender and authentic leadership: antecedents and consequences of leaders' emotional labor  Laura D, Wojtas, Judith Kampa and Kathleen Otto	77
6	Gender and leadership in education Alexander-Stamatios Antoniou and Marioleni Apergi	94
7	Goddess Athena as leader and mentor in Homeric epics Christos-Thomas Kechagias and Alexander-Stamatios Antoniou	106
8	Transpersonal business leadership, global information economies, and diversity  Iris Rittenhofer	122
9	Understanding women's entrepreneurial leadership in the context of families in business  Allan Discua Cruz, Eleanor Hamilton and Sarah L. Jack	140

## PART II EXPERIENCE: HOW WOMEN IN BUSINESS AND MANAGEMENT NEGOTIATE THEIR POSITION

10	Networking and gender equality in academic leadership Paula Burkinshaw and Kate White	159
11	Gender-specific networking: mind the gap  Laura Weis and Alixe Lay	174
12	Female managers with male-type behavior  Alexander-Stamatios Antoniou and Virginia Aggelou	199
13	Gender norm enforcement at work  Jason C. Potwora and Tahira M. Probst	216
14	'Don't you know that it's different for girls?': a dynamic exploration of trust, breach and violation for women en route to the top <i>Rosalind Searle, Ruth Sealy and Beverley Hawkins</i>	232
15	Experiencing a secret career in healthcare science Valerie Bevan	247
16	Pregnancy in the workplace: the role of stigmas, discrimination, and identity management  Pamela L. Perrewe, Shanna R. Daniels, Kaylee J. Hackney and Liam Maher	260
17	Pushback: negative career development experiences of United States post-tenure female faculty 1988-2011 Shani D. Carter and Cathyann D. Tully	273
PAI	RT III CONSTRAINTS: STRUCTURAL AND CULTURAL IMPEDIMENTS AFFECTING WOMEN'S CAREER ADVANCEMENT	
18	Shattering the stained glass ceiling: women leaders in the Church of England <i>Caroline Gatrell and Nigel Peyton</i>	299
19	The steep way to the top: barriers to female leadership in tall hierarchical organizations  Sofia Schlamp, Fabiola H. Gerpott and Sven C. Voelpel	315
20	The psychological and social implications of the gender wage gap <i>Ritsa Fotinatos-Ventouratos</i>	330
21	Stereotype threat: impacts for women at work Lindsey M. Lavaysse and Tahira M. Probst	347
22	Attitudes toward women managers and female authority: an empirical study among women managers in Greece Nikos Drosos and Alexander-Stamatios Antoniou	362

Contents	V11

23	Another financial crisis? The underrepresentation of women in UK financial services  Elaine Dunn	379
24	Women as leaders and managers in sports: understanding key career enablers and constraints in the British horseracing industry  Kate Clayton-Hathway and Ulrike Fasbender	403
25	Lifetime disadvantage requires lifetime solutions Susan Bisom-Rapp and Malcolm Sargeant	421
26	A blind spot in organization studies: gender with ethnicity, nationality and religion Shehla Riza Arifeen and Caroline Gatrell	435
Ind	lex	455