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The Power of Women Networks at the Place of Work



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Introduction:

In the recent months, there has been many of front-page news related to the resignations of well-known women leaders from their posts in the political and corporate arena. Recent examples of prominent female leaders choosing to leave their positions include Jacinda Ardern, Prime Minister of New Zealand, Susan Wojcicki, CEO, YouTube, Marne Levine, Chief Business Officer, Meta.

As noted in the 2022 study by McKinsey & Company and the LeanIn Organization, women leaders are leaving their companies at the highest rate ever and the gap between women and men in senior roles quitting their positions is the largest since 2015. Furthermore, for every woman stepping into a director-level leadership role, two are choosing to leave. The primary reason for the trend is that women leaders are not getting the support needed and are often burned out. But there are also other reasons to consider [1,2]:

Lack of advancement opportunities: Despite progress made towards gender equality, many organizations still have a glass ceiling for women in leadership roles. When women hit this barrier, they may feel like they have limited opportunities for advancement and decide to leave.

Work-life balance: Many executive women face the challenge of balancing their work responsibilities with their personal life, especially if they have young children or aging parents to care for. This can cause them to feel burnt out and decide to leave their position.

Gender bias: Gender bias and discrimination can also cause executive women to leave their posts. Women may feel like they are not being taken seriously, their ideas are not being heard, or they are being held to a different standard than their male counterparts.

Lack of support: Executive women may feel like they do not have the support they need to succeed in their roles. This could include lack of mentorship, inadequate training and development opportunities, or

a toxic work environment.

Pay inequality: Women in executive positions may also face pay inequality, where they are not paid as much as their male colleagues for doing the same job. This can be a frustrating and demotivating experience, leading women to seek better-paying opportunities elsewhere.

The Power of Women network:

Women network in the workplace have become increasingly popular and powerful in recent years. These networks provide a platform for women to connect, collaborate, and support each other in their professional lives. The power of women network lies in the ability of its members to create a community that empowers, inspires, and advocates for one another and hopefully create the environment that women want to stay in and continue their careers. They also can help mitigate or eliminate the reasons for the current female leaders' decisions to leave their posts [3].

Women network can provide a wide range of benefits to their members, as well as to their organizations. One of the key benefits of women network is the ability to connect with other women who share similar experiences and challenges. Women often face unique obstacles in their careers, such as gender bias, lack of representation, and unequal pay. Women network offer a space for women to discuss these issues openly, share advice, and seek support from others who have faced similar challenges [3].

Another advantage of women network is the ability to build relationships and expand professional networks. Women often have limited access to influential networks and mentors, particularly in male-dominated industries. Women network provide opportunities for women to connect with other professionals in their field, share knowledge, and build relationships that can lead to new opportunities and career advancement [3].

Women network also play a critical role in advocating for women's rights and promoting gender

equality in the workplace. These networks often serve as a collective voice, raising awareness of issues and pushing for change. Women network can lobby for policies that support women, such as equal pay and parental leave, and work to change workplace cultures that perpetuate gender bias and discrimination [3].

Women network can also provide a platform for women to share their successes and celebrate each other's achievements. This can be particularly important for women who may not have a strong support system in their personal lives or who may not receive recognition for their accomplishments at work.

Setting Up a Women network:

Setting up a women network can be a powerful way to create connections, foster professional development, and support each other in achieving personal and career goals. Here are examples of steps to consider when setting up a women network [4]:

Identify the purpose and goals of the network: Before you start recruiting members, it's important to have a clear idea of why you are creating the network and what you hope to achieve. Are you focused on career development? Mentorship? Advocacy? Networking? Defining your purpose and goals will help guide the structure and activities of the network.

Recruit members: Reach out to women in your industry or community who might be interested in joining the network. You can use social media, email, or word-of-mouth to spread the word. Consider partnering with other organizations or groups to expand your reach.

Establish a leadership structure: Decide who will lead the network and how decisions will be made.

Will there be a board of directors, a steering committee, or another leadership structure? Establishing clear roles and responsibilities will help ensure that the network runs smoothly.

Plan activities and events: Once you have a group of members, start planning activities and events that align with your purpose and goals. This could include networking events, professional development workshops, mentorship programs, or advocacy campaigns.

Create a communication strategy: Establish a communication strategy to keep members informed about upcoming events and opportunities. This could include a website, social media, email newsletters, or a Slack channel.

Evaluate and adapt: Regularly evaluate the success of the network and make changes as needed.

Solicit feedback from members to ensure that the network is meeting their needs and goals.

Setting up a women network takes time, effort, and

commitment, but the rewards can be significant.

By creating a supportive community of women, you can help each other achieve personal and professional success.

Conclusions:

In conclusion, women network are becoming increasingly important in the workplace. By providing support and encouragement, promoting career development, advocating for gender equality, promoting diversity and inclusion, and driving business results, women network can have a significant impact on the lives of women in the workforce, as well as on the success.

Women network offer a source of inspiration and motivation for women in their careers. Seeing other women succeed and break down barriers can be a powerful motivator, and women network provide a platform for sharing stories of success, providing mentorship, and offering support.

References:

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