

Challenges Faced By Women In Leadership

Gender Bias: Biases and stereotypes that can undermine their credibility and leadership capabilities.

Lack of Representation: Scarcity of women in top leadership positions creates isolation and challenges in finding mentors and role models.

Double Standards: Women may face higher expectations and scrutiny compared to their male counterparts.

Work-Life Balance: Balancing professional responsibilities with societal expectations for caregiving roles can be a significant challenge.

Limited Access to Networks: Less access to informal networks and opportunities that are crucial for career advancement and professional development.

Implicit Bias: Unconscious biases can affect decision-making processes, hindering chances of receiving promotions or being assigned high-profile projects.

Stereotype Threat: The fear of confirming negative stereotypes about women's leadership abilities can impact confidence and performance.

Unequal Recognition: Achievements by women in leadership roles may be undervalued or attributed to others, leading to a lack of recognition and advancement opportunities.

Workplace Culture: A male-dominated or patriarchal organizational culture may create an unwelcoming environment for women, affecting their job satisfaction and retention.



this issue

The challenges faced by women in leadership roles.

A Spark of Possibility – By Deborah Smith PHD.

A Spark of Possibility

Introduction by Bradley Schultz:

When it comes to women in leadership, it is still, a very complex landscape. When you review the sidebar to the left, you will notice that significant challenges remain. Yet from the early beginnings of my career to this day, I have been blessed with the opportunity to work with some of the most amazing women leaders in their respective industries. So, it is with great pleasure that I introduce you to one of those leaders, in this article.

Begin included article by Deborah Smith:

From the top floor in the corner of my office the sun dipped below the horizon of the Rocky Mountains in Colorado, casting a warm glow over the bustling city, I stood at the helm of the company as the CEO of the largest employed physician group, at the largest healthcare system in Colorado, a beacon of strength and determination made the journey rewarding. As a woman leader in a male industry, I faced my fair share of challenges and doubters. But with unwavering resolve, I have shattered glass ceilings and paved the way for other women to follow their sparks of possibility.

My leadership style was a delicate balance of empathy and assertiveness, earning me the respect and admiration of my team that supported the business. I led not with an iron fist, but with a guiding hand, nurturing talent and fostering a culture of collaboration, improvement, and innovation. It is understanding, speaking the language, and knowing the unspoken rules of a culture that are reflected in the male standards and behaviors that we see in all workplaces.

In boardrooms and meetings, my soft voice rang out, commanding attention and respect. I was always prepared with data to support my request. I wasn't just a leader; I was a visionary, inspiring those around me to reach new heights and push beyond their limits.



BRADLEY SCHULTZ & ASSOCIATES
At The Forefront

Dr. Deborah L. Smith

Dr. Deborah Smith is a leader who believes in "Possibilities." She offers a unique and sought-after combination of leadership coaching, facilitation, sales and marketing, strategic design, and improvement science experience.

She started her career as a Radiologic Technologist and advanced to CEO of the largest Employed Physician Enterprise in Colorado. She served as an instructor at the GE Jack Welch Leadership Institute in Crotonville,

Some of her largest customers, worldwide, have been The US Navy, Department of Defense, Veteran's Administration, GE, Kaiser Permanente, Stanford Healthcare System, Yale, John Hopkins, University San Francisco, Sutter, Providence, Zeiss Innovation, Knowledge Academy.

Her certifications include: Master Black Belt, Master Change Agent, Prosci Change Manager, IBM Innovation Leader, Human Centered Design, Jonah Constraints Management, High-Reliability Coach, and Project Management Professional.

She is the author of a series of books on Women Leaders, Business Performance, and Emergency Department Process.

While much has changed, we still have a long way to go and it remains a complex landscape



Integrating the providers and their staff into the hospital system and overseeing the operations we worked on improving communication and collaboration. By working closely with each practice to identify areas of improvement and implement changes that lead to improved patient satisfaction and financial performance. Effective leadership requires a clear vision and direction for the organization, strategic planning and deployment is a process that enables the team to create a roadmap for achieving the goals. The key elements that we included were the planning and deployment of goals, strategies, tactics, objectives, metrics, and measures with transparency. We wanted to make the goals SMART (specific, measurable, attainable, relevant, and time-bound) and aligned with the mission, vision, and values.

The people in Colorado and visitors across the world enjoy the ski resorts and we have five emergency rooms to care for those injured at the bottom of the slopes. We wanted the emergency rooms and the provider's practices in the frontier rural areas of the healthcare system to have the right equipment they needed to save lives or sustain them till patients can be transported. We wanted the rural areas to have what they needed to sustain life when the highways are closed, and transportation was halted for both helicopters and ambulances due to incremental weather.

A Spark of Possibility

"Deborah is a one-of-a-kind leader and mentor. She possesses the wisdom and confidence to engage and empower the broad spectrum of associates to make significant, sustainable change happen! A true leader and visionary". Alexander Ehrhart, MBB, MCA

Women Leader Books

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Yet amidst my professional triumphs, I never forgot the importance of lifting others as I climbed the corporate ladder. I have a passion for mentoring young women aspiring to leadership roles or making a difference in the world. By sharing my wisdom, experience, knowledge, and empowering them to break barriers of their own is rewarding and allows me to leave a legacy.

As the Denver city lights twinkled below, I knew that my journey was far from over. But as a woman leader, I embraced the challenges ahead with grace and determination, ready to leave an indelible mark on the world. Success goes to women activist and commitment to self-improvement. As the CEO, I knew it was time, after two years, to move to the next job where I could use my skills to make a difference. My next journey took me to Alaska to work with the Alaska natives as the Chief Quality Officer, Safety, and Performance Improvement Officer (CQO).

Each day we are challenged to work out solutions and make decisions with innovative thinking. I have invested most of my professional career in enabling women and men to achieve success. I want to illuminate innovation and improvement through tools, experience, results, future leaders, and high satisfaction. I have the gift of teaching, communication, and I offer a fresh vision of imagination.