

"Smart and savvy solutions without a wrong word of advice."  
—Katie Schuler, PhD, author, *Career Strategies for the Working Woman*

# Smashing the Glass Ceiling



Tactics for Women Who  
Want to Win in Business

**Pat Heim, Ph.D., and Susan K. Golant**

Formerly titled The Hardball for Women Playbook

# Smashing The Glass Ceiling Tactics For Women Who Want To Win In Business

**Margot Cairnes**



## **Smashing The Glass Ceiling Tactics For Women Who Want To Win In Business:**

**Smashing the Glass Ceiling** Pat Heim, Susan K. Golant, 1995 Previously published as THE HARDBALL FOR WOMEN PLAYBOOK Lowell House 1994 Presents strategies for thriving in the male dominated business world [The Last Male Bastion](#) Douglas M. Branson, 2009-12-16 Not until 1997 did a female become chief executive officer of a Fortune 500 corporation Jill Barad at Mattel Toy Co Women's progress since that time has been in fits and starts exceedingly slow The number of women CEOs reached 4 in 1999 only to slide back to 2 in 2001 Meanwhile while not reaching anything approaching parity women made significant strides in politics as senators cabinet secretaries and governors in not for profit spheres as CEOs of health care and hospital organizations or of United Way chapters with budgets of billions of dollars and at colleges and universities 23 % have female presidents or chancellors Currently 3% or 15 of Fortune 500 CEOs are women After examining in detail the education's career progressions pronouncements and observations as well as family lives of the 19 women who have risen to the top sitting and former CEOs this book asks and attempts to answer two questions Why haven't more women reached the CEO suite How might women in business better position themselves to ascend to the pinnacle *Taking Charge* Joan Steinau Lester, 1996-10-01 Offers proven effective strategies for every woman whether secretary or CEO Provides encouragement and goal setting guidelines Gives detailed suggestions for forming action support groups *Staying Sane in a Changing World* Margot Cairnes, 2011-10-10 There's no doubt that the world is experiencing rapid change technological advances and globalisation are completely transforming the way we live including the way we work communicate and play We can no longer expect life to be how it was in the past Consequently we need to upgrade our thinking so that we can make the most of the opportunities in this constantly evolving world *Staying Sane in a Changing World* is a handbook to help navigate our new world Margot Cairnes international futurist author and keynote speaker has compiled a series of inspirational essays reflections and thought starters from her work for national and international professional journals and magazines These essays present new ways of looking at a range of issues from work to leadership to spirituality and family life and how they interconnect **American Book Publishing Record**, 1995 **Breaking The Glass Ceiling** Ann M Morrison, Randall P White, Ellen Van Velsor, Center For Creative Leadership, 1987-01-21 A groundbreaking study the first ever of women executives in Fortune 100 sized companies **Beating the Odds: Winning Strategies of Women in STEM** Patty Rowland Burke, Kelly Simmons, 2020-02-25 Aiming to inspire and empower *Beating the Odds* highlights real life success stories of technical women who made it This book explores critical turning points that make or break careers and provides tools for putting insight into action both for women and organizations supporting them **New Books on Women and Feminism**, 1995 **The Publishers Weekly**, 1994 [Feminist Bookstore News](#), 1995-02 [Business](#) □□□□□□□□□□, 2003 [The Cumulative Book Index](#), 1996 A world list of books in the English language **EBOOK: SUPERVISION: KEY LINK T RUE**, 2009-12-16 **EBOOK SUPERVISION KEY LINK T** *How Women Lead: The*

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**The Internet of Women - Accelerating Culture Change** Nada Anid, Monique J. Morrow, Laurie Cantileno, 2022-09-01 Female scientists technologists engineers and mathematicians worldwide are making historic contributions to their fields The modern workforce is closer to gender equal than it has ever been and many efforts are in place to support further progress The Internet of Women provides an exciting look at personal narratives and case studies of female leaders and cultural shifts around the globe that illustrate this promising trend From the United Nations emphasis on girls and technology education in the SDGs Sustainable Development Goals to the increased female labor force in Zambia a policy change that was inspired by the MDGs UN Millennium Development Goals The Internet of Women captures stunning examples of progress from around the world and men working hand in hand with women advocating for cultural change Scholars and practitioners lament the lack of women leading and working in leading organizations in the technology industry Gender equality and female participation in the tech field is critical to both developing and developed economies nevertheless this gap remains a global phenomenon The lack of female leadership is particularly extreme at the highest echelons of leading technology organizations Few

publicly traded tech companies have female CEOs in fact most nations have zero female leadership in the tech industry This gap does indicate a slow pace of progress for gender equality in tech employment Women s pay still lags nearly a decade behind according to the World Economic Forum meaning that women s on average pay today is the equivalent to that of similarly qualified and similarly employed men in 2006 Without significant progress the current rate of change will not lead to parity for 118 years according to the World Economic Forum WEF However there s significant work being done to shift this tide Take for instance Michelle Lee the first female Under Secretary of Commerce for Intellectual Property and Director of the United States Patent and Trademark Office USPTO reflects on her childhood Girl Scout badge in sewing and cooking and how that memory inspired to create an IP badge that exposes young women to the process of invention Social entrepreneur investor and Malala Fund co founder Shiza Shahid shares her efforts beginning from mentoring young women in Pakistan to her current work directing more investment to women innovators around the globe And Elizabeth Isele a senior fellow in Social Innovation at Babson College shares her research on women and ageism saying we need to retire the word retirement The book is divided into six parts each with unique areas of focus Millennials Leading Exploring Challenges and Opportunities Facing the Next Generation of Women in Technology Men and Women Empowering One Another Bold Leadership Women Changing the Culture of Investment and Entrepreneurship Educating for the 21st Century Breaking the Glass Ceiling A Generation of Women Forging into Technology Leadership Emerging Fields of Technology The Internet of Women gathers examples about the increasingly inclusive and progressive gender culture in technology from over 30 countries Stories range from an entrepreneur in Dubai partnering with private and public sector entities to accelerate blockchain technology to a young British woman moving to Silicon Valley to launch an artificial intelligence platform and incubator The book is intended for corporations academic institutions the private sector government agencies gender experts and the general public and its key benefit is to let the reader understand a path towards implementing diversity overall globally It also showcases the strategies tools and tactical execution on how create cultural change in all parts of the world

**Leading Procurement Strategy** Carlos Mena, Remko van Hoek, Martin Christopher, 2018-06-03 Leading Procurement Strategy is a must read for all senior procurement executives wishing to further enhance their skill set master the latest developments in procurement strategy and really come into their own as procurement leaders The expert author team explains how to effectively manage and mitigate risks in the supply chain appreciate the key issues affecting the procurement function and develop best practice excellence in teams Providing the latest thinking in procurement and supply management within the broad perspective of different industries this second edition of Leading Procurement Strategy covers global sourcing supplier relationship management cost management information technologies and future developments The book is underpinned by academic theory and supported by an extensive range of real world case studies drawn from the authors experiences including Tesco Tata Coca Cola BAA P G and IBM This new edition provides the skills knowledge and tools

needed to articulate an effective strategy and embrace a transformational role to lead procurement teams showing how procurement can become an influential function that delivers sustainable competitive advantage

**Digital Talent - Business Models and Competencies** Ganesh Shermon, 2017-09-14 Digital Talent Changing Rules Intellect Machines AI Automation Disruptions determine this world of competencies influenced by high performing behaviors Talent performs best with world class Business Models those that can attract and nurture top talent Integrating business models with talent management platforms is a strategic step to win war for talent The ON LINE Store RforC [www.rforc.com](http://www.rforc.com) a Canadian E Commerce Store specializes in on line sales of Psychometric Tools Tests Aptitude Vocational Careers Social Inventories Intelligence Attitude Skill Tests Stretch Tests Potential Appraisal Techniques Competencies Personality Behavioral Typologies BARS Tools Simulations Assessment Development Center Materials Tools such as Case Studies In Baskets Role Plays Dyads Triads Groups Organizational Intra Inter Evaluations 360 Degree Feedback Corporate Scan Scoring Group Discussions Learning Skills Leaderless Exercises and simulations

**Seducing the Boys Club** Nina DiSesa, 2008-01-29 Fact 1 Forty years after the feminist revolution fewer than 2 percent of Fortune 1000 CEOs are women Fact 2 The playing field is not level Fact 3 You need to get over this From the woman who became chairman of the flagship office of the largest advertising agency network in the world comes a wry reality check on how to get ahead and thrive in the testosterone driven business arena Nina DiSesa is a master communicator a ceiling crasher and one of the most successful women in the corporate world She is also a big time realist who has figured out that S M seduction and manipulation is the secret to winning over and surpassing the big guys In *Seducing the Boys Club* DiSesa shows that you can in fact leave your male colleagues in the dust but not by following the rules you learned in business school By playing the roles of den mother fraternity brother little sister and hard nosed boss DiSesa navigated the choppy macho minded waters of the workplace All the bad boys in her life and there are many have provided a wealth of devilishly amusing stories and cautionary tales that DiSesa is only too happy to pass on Ah revenge can be sweet but the truth is that she came to love those boys as much as they love her which is the whole point DiSesa asserts that women need to meld their feminine characteristics nurturing compassion listening with the traits of their male counterparts competitiveness decisiveness combativeness to expand their professional horizons In *Seducing the Boys Club* DiSesa shares her practical outrageous and even controversial maxims for making it including Learn to appreciate men Men like women who like them Remember that women are biologically wired to succeed If you want to make a name for yourself find a mess and fix it A secure and comfortable job only holds you back Don't assume that men never listen They listen like a dog does Don't be a quiet achiever Act brave and you will look brave Screw the rules Make up your own Whether dead on funny or deadly serious DiSesa is always on her game always on message and absolutely on target as she arms women with the can do confidence and no compromises attitude they need to climb as high as their ambition can carry them while keeping their standards impeccable and their integrity intact Not for women only this

book should be read by men too though it won't give them any defense against a woman who can truly seduce a boys club

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