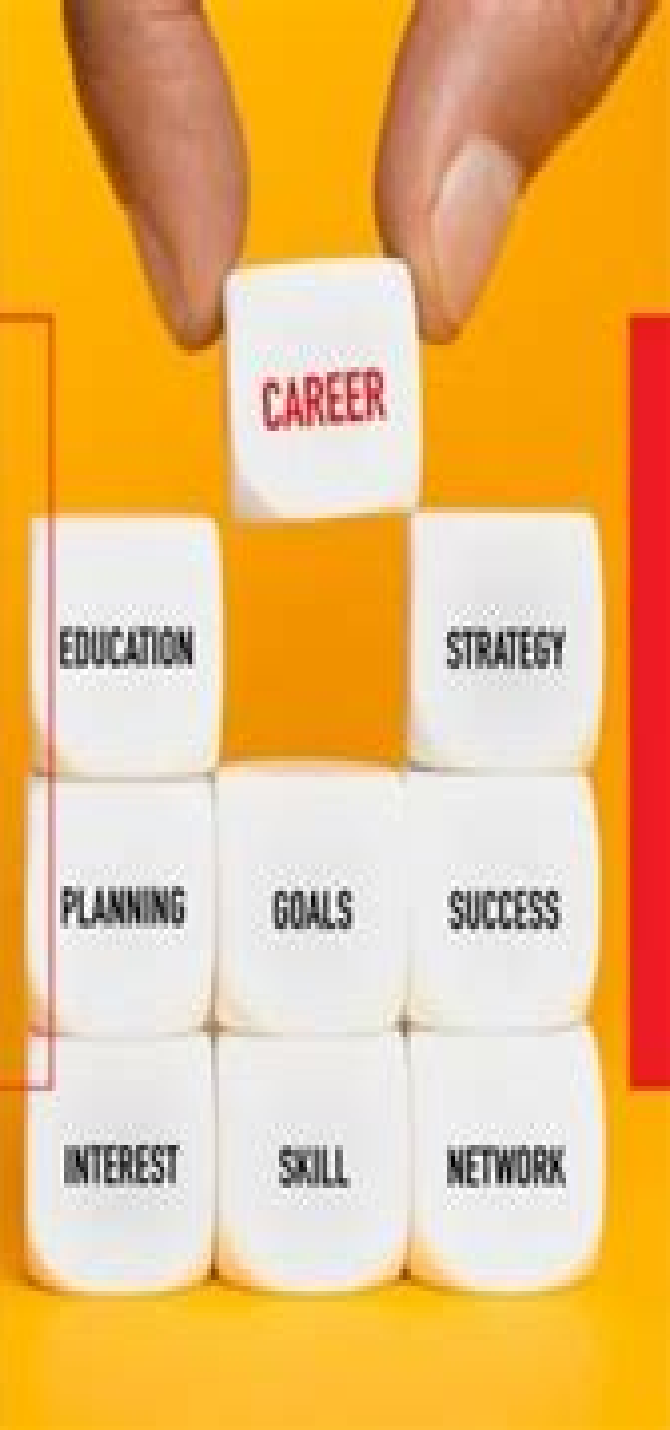


Breaking the Glass Ceiling

Strategies for Career Advancement



Cracking The Glass Ceiling Strategies For Success

Ya-chen Chen



Cracking The Glass Ceiling Strategies For Success:

Cracking the Glass Ceiling Catalyst, inc,1994 The Elgar Companion to Feminist Economics Janice Peterson,Margaret Lewis,2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic theories and policy debates **Bit by Bit** Catalyst (Organization),2003 A toolkit loaded with company practices examples tips and advice The four booklets will help you Get a handle on the issues identify and manage talent and make work life effectiveness work *America's Competitive Secret* Judy B. Rosener,1997 The USA has a number of educated experienced professional women ready and willing to move into the boardrooms and executive suites of corporate America The author of this text argues that they are America s competitive secret Women Scientists in America Margaret W. Rossiter,2012-04-02 With the thoroughness and resourcefulness that characterize the earlier volumes she recounts the rich history of the courageous and resolute women determined to realize their scientific ambitions **Making HERstory: Womyn Working It Out!** Denalerie Johnson-Faniel, Ph.D., Supporting Women's Career Advancement Ronald J. Burke,Mary C. Mattis,2005-01-01 This book documents the progress that managerial and professional women have made in advancing their careers and the challenges and opportunities that remain In the context of increasing numbers of women entering the workplace and indeed pursuing profes

Career Advancement in Corporate Canada: A Focus on Visible Minorities ~ Critical Relationships , Training and Development Yearbook ,1995 *Training and Development Yearbook, 1995-1996* Richard B. Frantzreb,1995 This reference updates the latest trends in training design and administration development and implementation training technology and techniques **Black Enterprise** ,1994-10 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance **Violence at Work** Duncan Chappell,Vittorio Di Martino,2000 This report provides an understanding of the nature of workplace violence and suggests ways of preventing it It highlights best practice and successful methods of prevention illustrating the positive lessons to be drawn from such experience

Speaking of Sex Deborah L. Rhode,1999 Speaking of Sex explores a topic that frequently is absent from our discussions about sex the persistence of sex based inequality and the cultural forces that sustain it On critical issues affecting women most Americans deny either that gender inequality is a serious problem or that it is one which they have a personal or political responsibility to address In tracing this no problem problem Speaking of Sex examines the most fundamental causes of women s disadvantages and the inadequacy of current public policy to combat them **Pull** Pamela Walker LAIRD,2009-06-30 Redefining the way we view business success Pamela Laird demolishes the popular American self made story as she exposes the social dynamics that navigate some people toward opportunity and steer others away Who gets invited into the networks of business opportunity What does an unacceptable candidate lack The answer is social capital all

those social assets that attract respect generate confidence evoke affection and invite loyalty In retelling success stories from Benjamin Franklin to Andrew Carnegie to Bill Gates Laird goes beyond personality upbringing and social skills to reveal the critical common key access to circles that control and distribute opportunity and information She explains how civil rights activism and feminism in the 1960s and 1970s helped demonstrate that personnel practices violated principles of equal opportunity She evaluates what social privilege actually contributes to business success and analyzes the balance between individual characteristics effort innovation talent and social factors such as race gender class and connections In contrasting how Americans have prospered or not with how we have talked about prospering Laird offers rich insights into how business really operates and where its workings fit within American culture From new perspectives on entrepreneurial achievement to the role of affirmative action and the operation of modern corporate personnel systems Pull shows that business is a profoundly social process and that no one can succeed alone

Cracking the Glass Ceiling Carole K. Adair,1999 Barriers which hinder career advancement of women are complex and varied They have become top agenda items for most corporations and the government The glass ceiling is a term that symbolizes a variety of barriers that prevent qualified individuals from advancing higher in their organization Although many women hold management positions few have made the breakthrough to top level positions To determine what conditions are required for women to attain top executive positions an ethnographic study was conducted at a hospital The study was limited to four women who held executive positions one associate administrator one interim associate administrator one director and the CEO An in depth data gathering technique using observation interviews and documentation was used to investigate factors such as education skills influences support barriers and corporate culture The findings revealed a having opportunities to be participating valued family members and to compete in activities while young helps girls to develop a sense of competence and mastery b education credential building experiences certain competencies and being willing to take risks are necessary for success c having certain attitudes and philosophies are crucial factors in their success d mentors network involvement and relationships with peers does affect mobility e the women did have a career plan not in the sense of a linear career plan but rather one in the form of the spiral career concept f the hospital is a structure which provides opportunities to develop careers g the women understand accept and have learned to adapt to the culture of the society in which they live and work h the women are savvy at expressing affirming and communicating the substance of their culture to others i the amount of prejudice a woman encountered depended upon several components and j the barriers to advancement experienced by the women do not confirm those discussed in the review of literature Further research is recommended on the qualifications of male and female CEOs educational programs most appropriate for female executives how successful female executives learned to deal with their barriers and why certain organizations do not have top female executives

Women in Chinese Martial Arts Films of the New Millennium Ya-chen Chen,2012-04-12 Women and Gender in Chinese Martial Arts Films of

the New Millennium by Ya chen Chen is an excavation of underexposed gender issues focusing mainly on contradictory and troubled feminism in the film narratives In the cinematic world of martial arts films one can easily find representations of women of Ancient China released from the constraints of patriarchal social order to revel in a dreamlike space of their own They can develop themselves protect themselves and even defeat or conquer men This world not only frees women from the convention of foot binding but it also unbinds them in terms of education critical thinking talent ambition opportunities to socialize with different men and the freedom or right to both choose their spouse and decide their own fate Chen calls this phenomenon Chinese cinematic martial arts feminism The liberation is never sustaining or complete however Chen reveals the presence of a glass ceiling marking the maximal exercise of feminism and women s rights which the patriarchal order is willing to accept As such these films are not to be seen as celebrations of feminist liberation but as enunciations of the patriarchal authority that suffuses Chinese cinematic martial arts feminism The film narratives under examination include Crouching Tiger Hidden Dragon directed by Ang Lee Hero Zhang Yimou House of the Flying Daggers Zhang Yimou Seven Swords Tsui Hark The Promise Chen Kaige The Banquet Feng Xiaogang and Curst of the Golden Flower Zhang Yimou Chen also touches upon the plots of two of the earliest award winning Chinese martial arts films A Touch of Zen and Legend of the Mountain both directed by King Hu

Cracking the Glass Ceiling Catalyst (Organization),2000 *Reflexive*

Communication in the Culturally Diverse Workplace John Kikoski,Catherine Kikoski,1996-07-22 America s rapid and drastically changing demographics pose new challenges to society and particularly to the workplace Taking as their theme that The only antidote to stereotyping and discrimination is to know each other as individuals the authors look carefully at the direction in which America is heading demographically and where it will be in the 21st century They discuss what the workplace will be like and how it will be affected by the characteristics of the people who will comprise it The essence of the problem say the authors is communication the face to face interaction between people of different ethnicities races and genders They may be speaking to each other but are not being heard Exploring the relationship between culture communication and management this new research in management introduces and applies the theory of Reflexive Communication and the microskills necessary for using it in day to day work situations The authors lay out the patterns of culture specific values and behaviors of the major demographic groups in the workplace white males women African Americans Hispanics and Asian Americans In each of these chapters the authors apply their theory and show step by step how individuals within each group can be accessed and trained by the precepts of Reflexive Communication The book concludes with a thoughtful examination of the future of diversity and diversity training in America and reasserts the need for people of differing cultures to find ways to work together not only for their own personal benefit but for the benefit of their workplaces and organizations The authors lay out the patterns of culture specific values and behaviors of the major demographic groups in the workplace white males women African Americans Hispanics and Asian Americans In each of these

chapters the authors apply their theory and show step by step how individuals within each group can be accessed and trained according to the precepts of Reflexive Communication The book concludes with a thoughtful examination of the future of diversity training in America and reasserts the need for people of differing cultures to find ways to work together not only for their own personal benefit but for the benefit of their workplaces and organizations **Gender and American Politics** Sue

Tolleson-Rinehart, Jyl J. Josephson, 2005-04-25 Studies of gender and American political life most often focus only on women This book fills the gap by examining and comparing the roles and behavior of both men and women in political decision making public policy and political institutions Now updated and expanded the book presents a full complement of empirical studies of real and imagined gender gaps New to this edition are chapters on the media legislative behavior foreign policy and the future of the gender dimension in American politics The book is structured to parallel the typical course on the American political system **From the Outside In** Renee Blank, 2005-05 Do you sometimes feel like an outsider at your job

Do you worry about how to advance in your career without sacrificing what makes you individual In other words how can you get ahead without selling out From the Outside In is a unique guidebook that shows you how to break through the concrete ceiling and succeed on your own terms Based on extensive research and firsthand interviews this practical book presents the seven strategies that successful people have used to get themselves noticed and appreciated for their talents regardless of their age race gender sexual orientation physical condition or anything else that made them different from the company's dominant culture Written by a diverse team of authors you'll get real world advice on how to Recognize the power that resides in your own hands Learn from the real life examples of how people used the seven strategies to achieve their goals Use the 10 extra things you can do to maximize your value to your organization Practice the easy to remember model SAME to build good relationships with people at all levels of the organization Map out your objective and strategies on the worksheets provided Become more visible without showing off

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