KEEPING A GRIP ON THE SLIPPERY WOMEN

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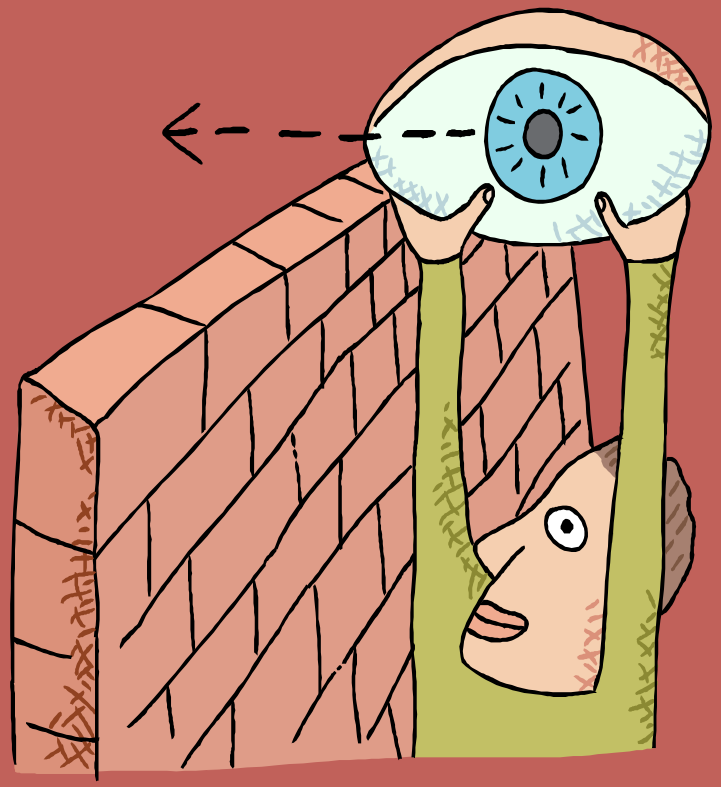
BACKGROUND

- Study showing obstacles to progression
- Study showing women parachuting
- Current study exploring successful ‘stayers’

STUDY EXPLORING

- Personal characteristics
- Features of progression
- Life/work balance issues
- Difficulties and delights experienced
- Reflections

OBSTACLES



- “Blokey” environment
- Lack of self-confidence
- Punishing hours with children
- No time for husband or self
- HR responsibilities
- Mentoring responsibilities
- Poor at self-marketing
- Predominantly male meetings
- Lack of network
- Assumption of money as sole reward

REWARDS

- Status
- Outlet for competitive urges
- Positive about organisation
- Income level and buying power
- Autonomy
- Power

Defining Career Success

- **Climbers**: career success defined as promotion and rewards
- **Experts**: careers success defined as achieving a high level of competency and being recognised personally for being good at what they did
- **Influencers:** career success defined as being able to do things at work which had a tangible and positive effect on the organisation
- **Self-Realizers:** careers success based on idea of achievement at a personal level

Source: Sturges, 1999

Managing Accounting Careers: One Size Fits All?

- Is the organisation reducing the potential pool of candidates for senior management positions by valuing and rewarding only a ‘climber’ view of career success?
- Does the focus on ‘climbers’ reduce the diversity within its senior management team and result in lost business opportunities?