



## Stanford eCorner

### Leadership Style of Women

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May 09, 2007

Video URL: <http://ecorner.stanford.edu/videos/1723/Leadership-Style-of-Women>

Speier talks about the importance of being impolite for women to achieve their goals in a corporate setting. She draws on the fact that the pivotal leadership strength of women is their ability to build consensus. She talks about how the leadership style of women is becoming the leadership style of the 21st century.



#### Transcript

Deborah is an example of one of my favorite t-shirt messages: Polite Women don't make history. Now, for the period of time that she and her CEO boss were there, there was a culture shift in that organization because she wasn't polite about it. And it's very easy for women because of the way we are raised more than anything else to be polite about everything. So, for women leaders, on occasion, you're going to have to be impolite to achieve what it is you want to achieve. I would also say that I think that the kinds of leadership strengths that women bring to corporate California are much like the ones that they bring to the legislature and that is they want to build consensus. There are a lot of great books that have been written. There has been done a fair amount of research on the leadership styles of women and how it is becoming the leadership style of the 21st century. Now, I would also say this, what is very interesting about this generation, your generation, that hasn't existed before, is that all of you are concerned about work, life, balance. And I was talking to an expert at UCSF who just finished a study just yesterday. The study is about why we're not getting students to go into medicine and how within the next ten or fifteen years we're going to have a dearth of physicians in California because of the issues around life, work, balance. And part of what they're finding out was that men and women are concerned about that now.

So, it's kind of move the leaders of corporate California to create workplaces in which family is not just tolerated but embraced if we're going to get the best and the brightest in those various posts.