The challenges are well known: women continue to face a formidable gender gap for senior leadership positions. Moreover, there are fewer and fewer women at each step along the path, although they represent the majority of entry level employees. Barriers are too well known: cultural factors, ingrained mindsets and mindlocks, and stubborn forms of behavior, including a tendency to tap a much narrower band of women leaders than is possible given the talent pool.

Fostering women leaders: a fitness test for your top team. January 2015

This is simple. It is a fundamental business issue.

Mike Powell

What to do?

*A Fitness Test for Your Top Team

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HBR Blog Sept 23, 2015 Explaining Gender Differences at the Top

HBR Blog link. Compared to men, women view professional advancement as equally attainable but less desirable. NOTE: THIS LINKS CLOSELY TO THE FT ARTICLE ON HITTING THE WALL AT 40
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