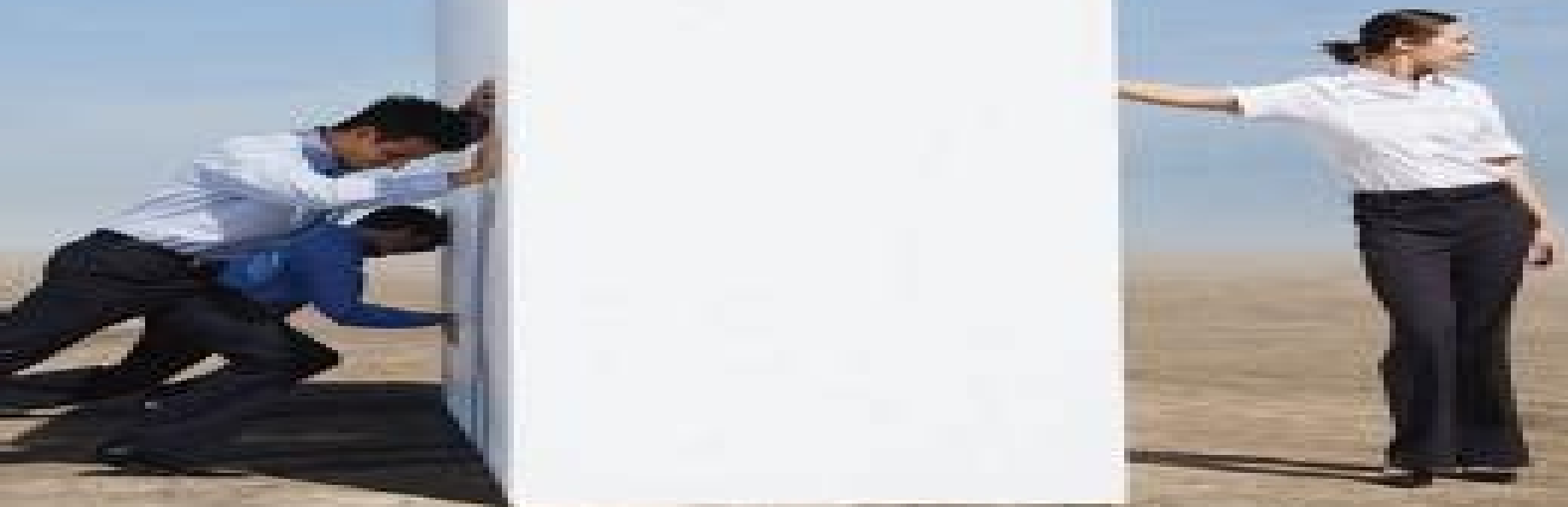


Women's Work Men's Cultures

Overcoming Resistance and
Changing Organizational Cultures



Sarah Rutherford



Womens Work Mens Cultures Overcoming Resistance And Changing Organizational Cultures

**Susan Vinnicombe, Ronald J
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Moore**

Womens Work Mens Cultures Overcoming Resistance And Changing Organizational Cultures:

Women's Work, Men's Cultures Sarah Rutherford,2011-09-09 Corporate diversity programs often fail because of resistance in workplace culture The author sets out an approach to real change by analysing the role of organisational cultures in marginalising women workers Based on academic research case studies and interviews the author presents a new model for changing organisational culture

Women's Work, Men's Cultures Sarah Rutherford,2011-09-09 Corporate diversity programs often fail because of resistance in workplace culture The author sets out an approach to real change by analysing the role of organisational cultures in marginalising women workers Based on academic research case studies and interviews the author presents a new model for changing organisational culture

[The Oxford Handbook of Gender in Organizations](#) Savita Kumra,Ruth Simpson,Ronald J. Burke,2014 This Handbook focuses on organizations and the way in which their processes and practices systematically work to produce gender inequities

[Gender in Organizations](#) Ronald J Burke,Debra A Major,2014-01-31 Talented women continue to have difficulty advancing their careers in organizations worldwide Organizations and their cultures were created by men for men and reflect the wider patriarchal society As a consequence some women are disadvantaged and fa

Handbook of Research on Promoting Women's Careers Susan Vinnicombe,Ronald J Burke,Stacy Blake-Beard,Lynda L Moore,2013-10-31 In a changing world where women have dominated as graduates from universities in the West recent research has shown that the same trend is also strikingly evident in the newly emerging markets Tapping into this female talent pool is extremely importa

Women Voicing Resistance Suzanne McKenzie-Mohr,Michelle N. LaFrance,2014-03-26 Feminist scholars have demonstrated how dominant discourses and master narratives frequently reflect patriarchal influence thereby distorting and depoliticizing women's storying of their own lives In this groundbreaking volume a number of internationally recognized researchers working across a range of disciplines provide a detailed examination of women's attempts to counter story their lives when prevailing discourses are unhelpful or indeed harmful As such it is an exploration of women's agency and resistance which highlights the challenges and complexities of such discursive work The chapters explore women's resistance across a wide range of experiences including intimate partner violence casual sex depression premenstrual change disordered eating lesbian identity women's work in male dominated spaces rape and child birth Each chapter combines theoretical analyses with illuminating first hand accounts and elaborates practical implications that provide directions for individual and social change Providing an incisive and comprehensive exploration of discourse oppression and resistance that cuts across domains of women's everyday lives *Women Voicing Resistance* will be of great interest to students scholars and practitioners in the fields of psychology gender studies women's studies sociology and social work

Women's Leadership in Popular Culture Tracy Everbach,Gwendelyn S. Nisbett,Newly Paul,2025-10-02 This edited volume examines mass media portrayals of women leaders and other powerful women in popular culture Contributors argue that increased media visibility and representation can lead to more widespread

acceptance of women as societal leaders The book employs an interdisciplinary intersectional and international approach to its coverage of these portrayals and their meanings for society and gender norms Through a feminist lens contributors examine these cultural representations within the context of gender race sexuality and social class economic status Contributors write from varied disciplinary backgrounds including journalism media studies communication entertainment studies sociology psychology anthropology political science information science business and education

Global Currents in Gender and Feminisms Glenda Tibe Bonifacio,2017-12-13 This collection examines the ongoing shared struggles of diverse groups of women in Canada and beyond focusing on a diverse range of themes to explore the centrality of gender and feminist praxis in western and non western contexts

Gender at Work Aruna Rao,Joanne Sandler,David Kelleher,Carol Miller,2015-11-19 At a time when some corporate women leaders are advocating for their aspiring sisters to lean in for a bigger piece of the existing pie this book puts the spotlight on the deep structures of organizational culture that hold gender inequality in place Gender at Work Theory and Practice for 21st Century Organizations makes a compelling case that transforming the unspoken informal institutional norms that perpetuate gender inequality in organizations is key to achieving gender equitable outcomes for all The book is based on the authors interviews with 30 leaders who broke new ground on gender equality in organizations international case studies crafted from consultations and organizational evaluations and lessons from nearly fifteen years of experience of Gender at Work a learning collaborative of 30 gender equality experts From the Dalit women s groups in India who fought structural discrimination in the largest right to work program in the world to the intrepid activists who challenged the powerful members of the UN Security Council to define mass rape as a tactic of war the trajectories and analysis in this book will inspire readers to understand and chip away at the deep structures of gender discrimination in organizational policies practices and outcomes Designed for practitioners policy makers donors students and researchers looking at gender development and organizational change this book offers readers a widely tested tool of analysis the Gender at Work Analytical Framework to assess the often invisible structures of gender bias in organizations and to map desired strategies and change processes

Contemporary Consumer Culture Theory John F. Sherry,Eileen M Fischer,2017-05-25 Contemporary Consumer Culture Theory contains original research essays written by the premier thought leaders of the discipline from around the world that reflect the maturation of the field Customer Culture Theory over the last decade The volume seeks to help break down the silos that have arisen in disciplines seeking to understand consumer culture and speed both the diffusion of ideas and possibility of collaboration across frontiers Contemporary Consumer Culture Theory begins with a re evaluation of some of the fundamental notions of consumer behaviour such as self and other branding and pricing and individual vs communal agency then continuing with a reconsideration of role configurations as they affect consumption examining in particular the ramifications of familial gender ethnic and national aspects of consumers lived experiences The book move on to a reappraisal of the state of the field

examining the rhetoric of inquiry the reflexive history and critique of the discipline the prospect of redirecting the effort of inquiry to practical and humanitarian ends the neglected wellsprings of our intellectual heritage and the ideological underpinnings of the evolving construction of the concept of the brand Contemporary Consumer Culture Theory is a reflective assessment in theoretical empirical and evocative keys of the state of the field of consumer culture theory and an indication of the scholarly directions in which the discipline is evolving providing reflection upon a rapidly expanding discipline and altered consumption scapes by some of its prime movers

Subverting Social Inequalities Akanksha Srivastava, Disha Maheshwari, Chitra Krishnan, 2025-05-09 With the goal to facilitate advancing gender equality in challenging times this volume investigates gender inequality in several areas and advocates for equality of rights for men and women as a prerequisite for a peaceful wealthy and sustainable world

Research Anthology on Challenges for Women in Leadership Roles Management Association, Information Resources, 2021-03-19 The role of women in the workplace has rapidly advanced and changed within the previous decade leading to a current position in which women are taking over leadership roles and being offered these positions more than ever before However a gap still exists with the representation of women in the workforce especially in power positions and roles of authority in organizations While the representation of women in leadership roles is impressive and exciting for the future women still face many challenges when taking over these positions of power and face many issues related to gender inclusivity There is also still gender bias and discrimination against women who have been given the opportunity to become authority figures It is essential to acknowledge and discuss these critical issues and challenges that women in leadership roles must handle to better understand the current climate of gender roles across various industries and types of leadership The *Research Anthology on Challenges for Women in Leadership Roles* discusses the role of women in positions of authority across diverse industries and businesses By reviewing the biases struggles discrimination and overall challenges of being a woman in a powerful role women leaders can be better understood for their role in a male dominated world This includes topics of concern such as equal treatment proper implementation of women s policies social justice activism discrimination and sexual harassment in the workplace and the importance of diversity and empowerment of women in leadership positions with chapters pertaining specifically to African American Hispanic Asian and Middle Eastern women This book is ideal for professionals researchers managers executives leaders academicians sociologists policymakers and students in fields that include humanities social sciences women s studies gender studies business management management science health sciences educational studies and political sciences

Handbook of Research on Contemporary Approaches in Management and Organizational Strategy Dođru, Çađlar, 2018-11-23 The importance of effective use of resources within a business is paramount to the success of the business This includes the effective use of employees as well as efficient strategies for the direction of those employees and resources A manager s ability to adapt and utilize contemporary approaches for maximizing both individuals and organizational

knowledge is essential The Handbook of Research on Contemporary Approaches in Management and Organizational Strategy is a pivotal reference source that provides vital research on the application of contemporary management strategies While highlighting topics such as e business leadership styles and organizational behavior this publication explores strategies for the achievement of organizational goals as well as the methods of effective resource allocation This book is ideally designed for academicians students managers specialists and consultants seeking current research on strategies for the management of people and knowledge within an organization Women, Work and Transport Tessa Wright, Lucy Budd, Stephen Ison, 2022-10-17 Women Work and Transport is an international collection that brings together researchers with global expertise in gender and transport work to provide original evidence of the experiences of women working in all transport modes across countries in the Global North and the Global South *Global Insights on Women Empowerment and Leadership* Haoucha, Malika, 2024-05-28 In a world persistently grappling with gender disparities the quest for women s empowerment and leadership stands as a pivotal challenge on the global stage Across diverse societies the journey towards gender equality in leadership remains fraught with systemic barriers deeply ingrained stereotypes and institutional hurdles From corporate boardrooms to political arenas women continue to face challenges in realizing their leadership potential Global Insights on Women Empowerment and Leadership unveils this intricate narrative offering a nuanced exploration of the triumphs challenges and evolving landscapes that define women s pursuit of empowerment across continents and cultures Through a meticulously woven tapestry of stories experiences and struggles the book sheds light on the shared aspirations and unique journeys of women navigating pathways towards parity and influence This comprehensive resource is tailored for a diverse audience including leaders and decision makers across sectors educators and students in gender studies activists and advocates for social justice professionals aiming for inclusive workplaces international development organizations seeking effective strategies and general readers interested in societal shifts By catering to this spectrum the book serves as a guide offering insights practical strategies and inspiration for those committed to fostering environments where women can thrive as leaders contributing to a more equitable world **Realities and Fantasies of German Female Leadership** Elisabeth Krimmer, 2019 The Western tradition of excluding women from leadership and disparaging their ability to lead has persisted for centuries not least in Germany Even today resistance to women holding power is embedded in literary cultural and historical values that presume a fundamental opposition between the adjective female and the substantive leader Women who do achieve positions of leadership are faced with a panoply of prejudicial misconceptions either considered incapable of leadership conceived of as alpha male behavior or pigeonholed as suited only to particular forms of leadership nurturing cooperative egalitarian communicative etc Focusing on the German speaking countries this volume works to dismantle the prevailing disassociation of women and leadership across a range of disciplines Contributions discuss literary works involving women s political authority and cultivation of community from Maria Antonia of Saxony to

Elfriede Jelinek women's social activism as embodied by figures from Hedwig Dohm to Rosa Luxemburg women in political film environmentalism neoliberalism and the media from Leni Riefenstahl to Petra Kelly to Maren Ade and political leaders Hillary Clinton and Angela Merkel The essays achieve a deeper understanding of the historical roots and theoretical assumptions that inform ideas and realities of German female leadership CONTRIBUTORS Dorothee Beck Seth Berk Friederike Brühner Margaretmary Daley Aude Defurne Helga Druxes Sarah Vandegrift Eldridge Anke Gilleir Rachel J Halverson Peter Hudis Elisabeth Krimmer Stephen Milder Joyce Marie Mushaben Lauren Nossett Patricia Anne Simpson Almut Spalding Inge Stephan Lisa Fetheringill Zwicker ELISABETH KRIMMER is Professor of German at the University of California Davis PATRICIA ANNE SIMPSON is Professor of German and Chairperson of the Department of Modern Languages and Literatures at the University of Nebraska Lincoln *Society and Law* Ayan Hazra, 2017-08-21 Law is a discipline deeply affected by development and adjustment Standards are neither made nor connected in a vacuum and are re-adjusted and utilized for a number of specific reasons Law and society are deeply connected with each other society resembles the wilderness without the application of law while law is characterised by the society in which it is implemented The relationship between authoritative legal documents and social science has been increasingly investigated within recent years with collaboration between researchers from the humanities sociology and legal disciplines destabilizing and re-conceptualizing ways of discussing legal issues This ever expanding corpus of work has explored an assortment of issues from ideas of uniformity and secularism to histories of provincial law and from women's activist engagements with the law to the relationship between law and the media This book investigates a range of hypothetical issues concerning the relationship between law and society and how it plays out specifically in fields of legitimacy and social strategy at both residential and universal levels This will allow the reader to comprehend the hidden standards and ideas in socio-legal reviews The central questions here are What effect does law have on our lives To what extent does law either control what we do or permit us to accomplish what we need Is law indistinguishable from equity The book will appeal to anyone working in government general affiliations legal firms and consultancies and legal scholars *Gendering and Diversifying Trade Union Leadership* Sue Ledwith, Lise Lotte Hansen, 2013 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism *Managing for Change* John Hailey, 2013-09-13 An increasing

proportion of the world's poor is dependent on NGOs for the support the state cannot or will not provide but little has been written to analyze or guide best management practice which is so critical to their success *Managing for Change* addresses the key operational issues facing NGO managers drawing lessons from the reality of southern NGOs It explores areas such as the formation of strategy effective NGO leadership the handling of donor relations staff motivation and development and the management styles most appropriate to crises and change

The SAGE Encyclopedia of Intercultural Competence Janet M. Bennett, 2015-03-23 In 1980 SAGE published Geert Hofstede's *Culture's Consequences* It opens with a quote from Blaise Pascal There are truths on this side of the Pyrenees that are falsehoods on the other The book became a classic one of the most cited sources in the Social Science Citation Index and subsequently appeared in a second edition in 2001 This new SAGE *Encyclopedia of Intercultural Competence* picks up on themes explored in that book Cultural competence refers to the set of attitudes practices and policies that enables a person or agency to work well with people from differing cultural groups Other related terms include cultural sensitivity transcultural skills diversity competence and multicultural expertise What defines a culture What barriers might block successful communication between individuals or agencies of differing cultures How can those barriers be understood and navigated to enhance intercultural communication and understanding These questions and more are explained within the pages of this new reference work

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