



Developing Women Leaders: A Guide for Men and Women in Organizations

By Anna Marie Valerio

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Developing Women Leaders answers the question “How do we best develop women leaders?” with practical solutions drawn from current literature and the author’s personal interviews with high-achievers in major US companies and universities.

- Presents research-based, practical solutions to help people in organizations develop talented women
- Describes what organizations and individuals need to know about leadership competencies, personality, and leadership styles
- Explains gender-related issues that affect the behaviors of both women and men at work
- Integrates first-hand accounts by high-achieving women and men from major US companies and universities about their leadership experiences
- Separate chapters addressed to CEOs and Human Resource executives, managers, and women offer practical suggestions to implement in their organizations, using examples from some 'best practice' companies
- Has relevance across the range of all organizations including Fortune 500 companies, academic institutions, non-profit organizations and small businesses
- Has significance for every aspect of society – business, government, law, families, careers, and health

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Editorial Review

Review

"Valerio leaves the reader with some thought provoking questions as to where we go from here. In short, the book is an important read for anybody committed to developing and harnessing women's leadership talent." (Work, Employment & Society, 21 November 2011)

"The book has relevance across the range of all organizations including major companies, academic institutions and non-profit organizations. It has significance for every aspect of society - business, government, law, families, careers, and health." (*Publicnet.co.uk*, November 2009)

Review

"In any organization today, women leaders will help drive business growth and improved performance. Anna Marie Valerio's *Developing Women Leaders* is a practical guide that helps organizations not only to achieve this growth objective, but also to create the right opportunities for talented women to develop their careers and to advance within that company."

–**Nancy McKinstry**, Chief Executive Officer and Chairman of the Executive Board, Wolters Kluwer

"Dr. Valerio's thoughtful and thought-provoking book is essential reading for anyone who cares about the development of the next generation of leaders, regardless of gender. As a female president and CEO in a historically male-dominated industry, I recognize the value and insights offered in the book, and applaud the proactive approaches to gender issues in the workplace."

–**Nancy Hill**, President-CEO, American Association of Advertising Agencies

"*Developing Women Leaders* is a trove of useful advice for the advancement of women. Many talented women whose careers have stalled at mid-management can apply the book's strategies to move into top-level careers. Women and men benefit when we have the most talented people leading organizations. Valerio offers something for everyone. There are great "tips" for women who want to advance their careers, administrators who control access to the top, and for human resource departments that can help to increase the number of women in leadership positions."

–**Diane F. Halpern**, Claremont McKenna College

From the Back Cover

Retaining talented women in corporations is more critical than ever in light of recent research demonstrating that companies with the highest representations of women in leadership roles show better financial performance. This book helps to answer the question, "How do we best develop women leaders?" by uniquely translating the findings from social science research into strategies and tips that people in management can apply.

Users Review

From reader reviews:

Beulah Scherr:

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Rudy Hendren:

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George Tucker:

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Roxie Gregory:

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