

Women Leadership: Use Emotional Intelligence to Transform the Culture of an Organization

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Abstract: Emotions are feelings that makes an individual learn various traits and follow them. Women are usually tagged to be emotionally stronger than men. Is it true when it comes to perform well in a business environment? This is a very valid question which is asked every now and then. It is very much a debatable topic nowadays. Women who are linked with better skills and knowledge are capable to control even their emotions. This article deals with this sensitive issue. Many articles are written on this topic and various experiments are carried to prove the essence of this issue. The findings have indicated that women are more on their emotional intelligence controlling than other. This article will unfold the real leadership traits of a women and how emotional intelligence was used to transform an existing organizational culture.

Keywords: Leadership traits, emotional intelligence, business environment, transformation and organizational culture.

Introduction

When true words are spoken, it takes a strong heart to accept it. We in this world of gender equality still doubt on a women's leadership skills. Female gender posses more emotional intelligence than men. This is proved by various articles. It is very important to note that gender is a factor of behaviour that operates in complex interactions along with other factors like demographic, social, cultural, economic, etc.

Companies that provides gender-balanced workforce will soon accept the reality of a woman's leadership skill. Having women in

Review of Literature

Benjamin Schneider (1987), has formulated a framework for etiologic of organizational

behaviour. This theory is based on the interactional psychology, vocational psychology and organizational theory. The article focused on ASA cycle, that is, attraction-selection-attrition to measure the personnel psychology of an individual. Interactional psychology also plays an important role. ASA cycle has proved that people working in an organization helps to make the place for the organization.

Bass and Avolio (1993), conducted a research on how organizational culture develops through transformational and transactional leadership. They found that transformational leaders use four I's that is idealized influence, inspirational motivation, intellectual stimulation and individualized consideration to think strategically. This eventually helps to transform

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the existing culture of an organization as well as the typology of the organization's culture. Thus, this provides a framework for examining the organizational culture to effect parallelly along with the factors of transformational leadership.

Pearce and Sims (2002), investigated vertical versus shared leadership can be predictors of effectiveness of various change management teams. Team influence can be done by aversive leadership, empowering leadership, shared leadership, transactional leadership, theoretical leadership, transformational leadership, directive leadership, etc. This research has used shared leadership to be the spot light on improving the effectiveness of teams. Teams have become more increasingly important as a component in the organizations. To prove this, shared relationship deserves more empirical and theoretical attention.

Navya V (2013), has proved how emotional intelligence controlled by women has edged in the work place. The findings indicate that women are more on their emotional intelligence scale than their counterpart. The article also explained how emotional intelligence in leadership has motivated women to bring out their true leadership powers. Gender differences does not matters much nowadays. Emotional intelligence can be used as the single best predictor of performance in the workplace. This can be the strongest driver of leadership and personal excellence. When effective use of emotional intelligence is required it will increase the ability to develop more solid, trusting relationships in the business environment.

Organizational Culture

This can be defined as the social and psychological environment that is acted by values and behaviours of individuals performing for the organization or company. It includes the experiences, expectations, values, philosophy, etc. A company's working environment is reflected by its culture. This is based on belief's, customs, behaviour, rules and regulations, policies. Some companies follow freedom to adopt a free culture whereas others follows a strict culture with many rules and regulations. A good

and modern organizational culture of an organization helps to develop various ideas and express personal thoughts. Employees are considered as an asset of a company and so in order to make them feel more comfortable and productive a good and effective organizational culture is required. An effective organizational culture helps to improve productivity and performance. It also provides a guideline for customer care and service, attendance of employees, punctuality, product quality, safety and environment.

For example, Google has reworked on its workplace and created a new corporate culture. This includes not only targets but also fun, creativity, flexibility. It also comprises of play areas, coffee bars, free meals, outdoor terraces and dog-friendly work environments. Google established their corporate culture definition to focus on having happy employees and creating a productive workplace. The long-term success of Google is indisputably and consistently tied directly back to their company culture.

Transformational Leadership

This can be defined as a leadership style that encourages leaders. It also inspires and motivates employees to innovate and create change that will help grow and shape the future success of the organization. This is accomplished by setting an example at the executive level through a strong sense of corporate culture, employee ownership and independence in the workplace.

This can be characterized as an authority style that energizes pioneers. It additionally moves and rouse workers to advance and make change that will help develop and shape the future achievement of the association. This is practiced by setting a model at the official dimension through a solid feeling of corporate culture, worker possession and freedom in the working environment.

Characteristics of transformational leadership:

- Encourages the inspiration and positive improvement of devotees

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- Exemplifies moral guidelines inside the association and energizes the equivalent of others
- Fosters a moral workplace with clear qualities, needs and measures.
- Builds organization culture by urging representatives to move from a demeanour of personal circumstance to a mentality where they are working for the benefit of everyone
- Holds an accentuation on genuineness, participation and open correspondence
- Provides training and coaching yet enabling representatives to settle on choices and take responsibility

Example

- Jeff Bezos, Amazon
- Reed Hastings, Netflix
- Steve Jobs and Tim Cook, Apple

Transactional Leadership

It relies upon persuading workers through remunerations and disciplines. It requires supervision, oversight, association and execution checking. This initiative model doesn't attempt to enhance. Rather, it's established in keeping things reliable and unsurprising after some time. Mistakes and blames are intently examined, and the general objective is to make proficient, routine methods. This style is most appropriate to divisions or associations that require routine and structure, territories where organizations need to lessen tumult or wastefulness. Yet, it doesn't take into consideration advancement or future arranging a similar way transformational authority will.

Value-based authority deals with making a reliable improvement process, while transformational initiative leaves individuals allowed to think of new thoughts and take a gander at the eventual fate of items, administrations and thoughts.

Women Leadership

Gender is more of a debatable topic. Effective leadership comes along with qualities of a true leader not by masculine or feminine gender. There are many challenges that women face to showcase

their true leadership. They need to move such challenges to create real success in this world and in their lives.

Factors that leads to a successful woman in leadership:

- Flexibility
- Mental Attitude
- Leadership skills
- Emotional/social intelligence
- Perseverance
- Building relationship
- Taking utmost control of your life

Emotional Intelligence

It is the capability to be aware and control an individual's emotions. It also helps to express and handle interpersonal relationships judiciously with empathy. Emotions, usually evolved in every action, decision, and judgment. An emotionally intelligent person is able to manage his or her own emotions as well as emotions of others and it includes three important aspects. These aspects are:

- Emotional awareness
- Ability to apply emotions to the thinking process and problem-solving
- Ability to manage one's own emotions and motivating others

Proposition 1:

Transformational leadership helped to transform the culture of an organization and has changed the working environment.

Transformational leadership leads to a better team work

Transformational leadership aspires an individual to be more successful and pay more attention to their work. Team performance can be defined as the achievement of a specific task given to a group of individuals who accomplishes it effectively. A good team performance can be seen with good team spirits. Transformational leadership provides a framework to investigate a leader's impact on team performance.

It helps to motivate team members to reach their specific goals. It glorifies impact, move

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inspiration, scholarly incitement and individualized thought could create transitional results, for example, shared vision, group responsibility, an engaged group condition and utilitarian group struggle. Thus, these results may emphatically influence group correspondence, union and peace promotion. Suggestions for group improvement, group preparing and group structure are introduced.

Transformational leadership has a dual effect

This dual effect of transformational leadership is mainly on building relationship and collective efforts that are noticed on a true leader with such qualities.

Late hypotheses on supporters have coordinated self-idea and transformational authority to build up a reasonable structure for comprehension the remarkable and assorted impacts transformational pioneers may have on their devotees. Accordingly, transformational pioneers may impact two dimensions of devotees' self-idea: the social and the aggregate self. This will cultivate individual ID with the pioneer and social recognizable proof with the hierarchical unit. Explicit pioneer practices that prime diverse parts of supporters' self-ideas are normally recognized, and their conceivable consequences for various parts of devotees' recognitions are noted.

Proposition 2:

Women leadership along with emotional intelligence has transformed the era of leadership.

Emotional intelligence has created women to be aspiring leaders

The term emotional intelligence was first begat by the two specialists, Peter Salovey and John Mayer (1990), and was made famous by Dan Goleman in his 1996 book of a similar name. Progressively, working environment has turned out to be unfeeling. Feelings of anxiety are at a record-breaking high, digitization has quickened business to a practically limitless speed. It isn't humanly conceivable to stay aware of the weights and due dates. Then again, life outside has gone up against a rough and risky nature that is more distressing than the corporate pressure. Today,

we confront a test to discover approaches to adapt to it. One of the essential assignments before the cutting-edge associations is to "Re-Humanize" the work environment. This incorporates preparing the pioneers of associations to help recover some rational soundness in everybody's life by re-acculturating the work environment.

The procedure of re-acculturation begins with showing another kind of emotional intelligence. There is a need to locate another comprehension of the expression "sympathy"- one that begins inside ourselves and extends to incorporate all others. One needs to discover approaches to increment enthusiastic affectability and be progressively caring so as to most likely re-refine the work environment. Additionally, one needs to build up a superior passionate vocabulary, for example to recognize what others are encountering. Corporate pioneers assume an essential job during the time spent re-refining the working environment. Authority can be characterized as the craft of changing individuals and the association with the point of enhancing the association. Pioneers build up a connection among themselves and their devotees by adjusting, propelling and motivating the supporters to encourage efficiency. Pioneers assume a key job in authoritative change, which acquires constructive change the association, gatherings, relational connections and the earth.

The present business issues require pioneers with assorted ranges of abilities, points of view, and encounters. Having more ladies at the best empowers people to provoke one another and have better and increasingly adjusted meeting room discussions. Organizations additionally need to make it consistent and simple for ladies to hold their positions while dealing with their families. The greater the pool of ladies, the more can make it to the best. That is the point at which it turns into a success win for the ladies and the organizations they're a piece of.

Challenges and opportunities of Women's leadership

Gender gap and hole in the work environment remains a major business issue. What's more, except if we move past tokenism and genuinely

endeavour to make our workforces different and comprehensive, we will be not able breed inventiveness, advance development and stretch the limits with regards to developing our organizations.

The truth of the matter is people work next to each other, walk the equivalent foyers and handle a similar business challenge. However, they definitely encounter the working environment contrastingly here and there. For example, however bosses have started to offer liberal maternity leave, ladies manage the dread of being judged and broke down for taking a lifelong break. Be that as it may, as opposed to prevalent thinking, parenthood doesn't reduce profession aspiration according to Accenture's Getting to Equal 2017 study Motherhood and Ambition. Truth be told, working mothers are similarly prone to seek to senior administration as ladies without kids.

Despite the fact that associations have started to find a way to help and treat women similarly, women as well, need to claim their place in the association. They have to proactively venture up, transform each involvement into a chance, amplify their entrance to authority positions, and never under any circumstance question their capacities.

Calling for more women in the working environment ought not be a race to meet a standard; it ought to be tied in with augmenting an association's potential, better basic leadership, higher representative maintenance, and expanded development. An association where ladies can be found at each rung will be a superior working environment for everyone.

Proposition 3

Transformational and transactional leadership played an important role in creating, shaping and exploiting organizational culture.

Both transformational and transactional leaderships are different yet they are motivating factors

Transformational leadership is an initiative style in which pioneers empower, move and propel workers to enhance and make change that will

help develop and shape the future achievement of the organization. This is cultivated by setting a model at the official dimension through a solid feeling of corporate culture, worker possession and freedom in the work environment. Transformational leaders rouse and persuade their workforce without micromanaging. They trust prepared representatives to take expert over choices in their allotted occupations. It's an administration style that is intended to give workers more space to be inventive, look to the future and find new answers for old issues. Workers on the authority track will likewise be set up to wind up transformational pioneers themselves through mentorship and preparing.

Transactional leadership is the correct inverse of transformational leadership — it depends on persuading workers through remunerations and disciplines. It requires supervision, oversight, association and execution observing. This initiative model doesn't attempt to enhance. Rather, it's established in keeping things steady and unsurprising after some time. Mistakes and blames are intently researched, and the general objective is to make effective, routine techniques. This style is most appropriate to divisions or associations that require routine and structure — zones where organizations need to diminish tumult or wastefulness. In any case, it doesn't take into consideration advancement or future arranging a similar way transformational leadership.

Future Scope of Research

There are multiple ways and methods by which future research can be conducted to recognize a woman who can become an aspiring leader. Their effectiveness can be measured using various methods. Some can be done through carrying out surveys on women leadership.

A questionnaire method can be used to detect the impact of women leadership on this modern era. Immediate transformation method can be done by which a women's leadership power can be detected.

Gender discrimination must be avoided and only the best leader perception needs to be studied. Comparison studies among leaders can be

conducted to check thoroughly the best impact of a woman and her leadership skills.

Comparison between the behavioural patterns of carrying out leadership between gender can also be conducted. Thus, this article will unfold many further research scopes on women leadership.

Discussion and Conclusion

A woman plays many roles in her one single lifetime. From a girl to a lady to wife to mother to become a leader. All these roles are executed by a woman in her lifetime gives her faith in herself to become a successful and powerful individual. She nurtures her kids as well as her followers. This shows that a woman is not less than a man, be it running a family or a business. She excels in all roles she exhibits.

Social factors including gender role, division of labour system, etc. contributes largely for a woman to become a successful leader. Organizational factors like business cultures, career advancements, etc., makes a woman stronger and firmer in her decision making. Individual factors are mainly the expectations that are required from a woman leader and her skills. Women are affected by the organizational culture yet she accepts the challenges and moves forward to show her true leadership skills and attributes.

A woman can get distracted by other responsibilities like lack of confidence, gender bias, taking care of her children, etc., yet these can be avoided by mentoring and monitoring. Education can be considered as the key factor for women to better their capabilities and possibilities to be leaders. Thus, this article reveals that a woman can reach all her goals in life and become a successful leadership if she has the desire to.

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