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Exclusive Special Coverage
WOMEN LEADERSHIP | TECHNOLOGY TRANSFORMATION

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article Topic:

Women Tech Leaders: Approaches That Accelerate Digital Adoption



Despite global debate about bridging the gender gap in the workplace, women remain substantially underrepresented in leadership positions. Only 28% of leadership positions globally are held by women in the historically male-dominated technology sector. Just 7% of the women tech professionals surveyed for Skillsoft's 2022 Women in Tech Report-India Region occupy executive-level roles like CIOs, CTOs. The gap not only draws attention to India's lack of gender diversity, but it also emphasises the underlying barriers preventing women from advancing in technology.

Diversity campaigns are crucial to creating a workplace that is truly inclusive, as stakeholders call for more equal opportunities across companies. Organisations should adopt long-term strategies to foster an inclusive environment in addition to tactical strategies. Companies must give women challenging and influential roles to attain gender balance in leadership. They must also recognise and honour the fact that men and women may have different career motivators, approaches, and expectations—both inside and outside of the workplace—depending on their paths. This requires dual approaches:

Women leaders should be automatically included in succession plans:

Organizations should think about automatically including all women in leadership succession plans, unless they specifically opt out, rather than waiting for them to do so, and this strategy contributes to bridging the gender gap. It all comes down to giving women flexibility, fostering a secure environment, and having leaders actively support and nurture their professional development.



Do not penalise those who choose to "opt out": The career goals and living situations of women can differ from those of men. As a result, companies should foster an environment in which declining to take on a job or responsibility does not indicate a lack of drive or dedication.

- *Companies led by women are 25% more likely to generate above-average profitability, according to research (McKinsey, 2023).*
- *Board Representation- Compared to 24% in 2020, women now hold roughly 30% of board seats at Fortune 500 IT companies.*
- *Women made up about 18% of CTOs and 22% of CIOs at large companies, a slight rise of 2-3 percentage points from 2023.*
- *The percentage of venture capital investment allocated to women-founded tech businesses was 2.8%, a difficult figure that had decreased only slightly in recent years.*
- *Women in the tech sector continue to have greater turnover rates than men (about 1.5 times higher), especially at mid-career levels.*
- *Asia Pacific regions demonstrated the highest growth in the representation of women in IT leadership positions, whereas Nordic countries led with roughly 35–38% of women in these positions.*
- *The significant finding of the study with women CEOs is that they want to be recognised for their work accomplishments, not for their gender.*

Conclusion

The prospective Women leaders ought to foster an attitude that embraces the shift, is comfortable with challenges, and is willing to make the necessary compromises. Women technology executives' tactics, which are based on empathy, inclusivity, agility, and strategic partnerships—are essential to accelerating the adoption of digital technology.

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