

## WHEN WOMEN DO MEN'S WORK: HOW FEMALE LEADERSHIP DRIVES ORGANISATIONAL DEVELOPMENT IN AFRICA (BOOK CHAPTER)

### AUTHORS

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### EXECUTIVE SUMMARY

Successful organisations aim to bring diverse perspectives to tackle new challenges in today's fast-changing business world. Female leadership is beneficial as it brings a fresh viewpoint, innovative ideas and unique skills essential for driving organisational growth. Although several women have successfully led corporations, governments and organisations, they represent a small percentage of leaders overall. This chapter examines the impact of female leadership on organisational development from a trait leadership and African viewpoint. The research findings suggest that female leaders in Africa possess distinctive characteristics influenced by context-specific factors, promoting positive organisational outcomes. By asking, 'Do female leaders have traits that positively drive organisational development?' this study provides both practical and theoretical insights to help leadership scholars and organisations navigate the complexities of leadership, particularly in the African context.



### KEYWORDS

- Female leadership
- Africa
- Organisational development
- Trait theory

### RESEARCH RELEVANCE

- This research shows that female leaders drive organisational growth by offering new perspectives and adaptability.
- In Africa, culture and environment shape how women lead.
- Increasing the number of women in leadership roles is not only a matter of equity but rather an opportunity to enhance organisational creativity, resilience, and overall success.
- Supporting female leaders helps organisations create inclusive and successful workplaces.

### BIBLIOGRAPHIC INFORMATION

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*"Female leaders possess unique qualities that enable them to prioritise building strong relationships and fostering a supportive, collaborative work environment. This approach promotes trust, enhances teamwork, and increases employee satisfaction."*

