

A Study on the Role of Legendary Women in Organization Development

Ms Harshita Santosh Gaikwad¹, Dr Varsha N. Bhabad²

¹Assistant professor, Faculty of Management Studies, Parul University, Vadodara, Gujarat.

²Assistant Professor, NDMVP Samaj's Institute of Management, Research & Technology (IMRT), Nashik

Abstract: Women have contributed significantly to transforming organizations, but their efforts remain under-estimated. The present research delves into the contribution of iconic women to organizational development through leadership style, decision-making, and addition to company culture. Through an analysis of historical and present-day women, the research identifies key characteristics that made them successful and left their mark. The research presents prevailing leadership, innovation, and diversity trends to illustrate how these women changed companies and industries. The outcomes suggest that their strategic vision, adaptability, and resilience helped the organizations achieve sustained success. Implications for policy-making, organizational diversity practices, and leadership training exist as a result of the findings from this research.

Keywords: Women Leadership; Organizational Development; Corporate Culture; Gender Inclusivity; Strategic Management

INTRODUCTION

Women have been at the center of organizational development but their work is always in the backdrop of public remarks [1][2]. Greatness in women's leadership leaves a legacy which is usually diluted, keeping them out of the limelight for strategic input into business growth and culture [3][4]. Systemic prejudice, absence of mentorship, and inherent stereotypes usually make them invisible even as they play an important role in generating innovation, propelling policy changes, and defining inclusive work environments. It takes long-term commitment to equal recognition and leadership initiatives to eliminate the gaps. This research is intended to close this gap by examining the leadership approaches, administrative styles, and organizational contributions of influential women in the long term. The purview of this study is to examine dominant traits that led to their

achievements, discern leadership and innovation patterns, and determine their legacy contribution to corporate sectors. The objectives of this study are: (1) to bring into focus the traits of iconic women leaders, (2) to measure their impact on corporate culture and diversity, and (3) to determine their sustainable business models' impact. This study offers significant insights on proceeding with gender-inclusive leadership and taking the lead in spearheading organizational development through learning these contributions.

RELATED WORK

Organizational development by women has been studied. Research has examined entrepreneurial business behaviors among FELCRA women entrepreneurs, with an emphasis on recruitment tactics [5]. Experimental studies have contrasted endometrial tissue among recurrent pregnancy loss women and fertile control women, with emphasis on pinopode expression and cytoskeletal arrangement [6]

Determinants of work-life balance of Bangladeshi women amid the COVID-19 pandemic have been established, highlighting its implication for women's livelihood and personal life [7]. Studies have evaluated mother-to-child transmission of hepatitis C virus among Egyptian pregnant women, indicating an urgency to combat global morbidity and mortality due to hepatitis C [8]. The function of NLRP7 in facilitating choriocarcinoma growth and development has been examined, with its role in creating an immunosuppressive maternal microenvironment [9]. The function of women in safeguarding villages and rural tourism has been examined, with a focus on their significance in rural development [10]. Research has examined the mediating role of organizational culture in the impact of emotional intelligence on high-

performance leadership among Chinese women leaders, with implications for an integrated approach [11]. There has been research aimed at women entrepreneurship antecedents in promoting social and economic prosperity, with determinants of success emphasized [12]. Women's participation in Sufism and contributions to its creation and spread of teachings have been addressed [13]. The effects of women's leadership on ESG ratings for organizations have been investigated, implying that gender-balanced boards are likely to drive ESG performance [14]. Together, these studies help us to better understand the multifaceted roles of women in organizational development [15].

KEY CONTRIBUTION

This research adds to the current literature by shedding light on the strategic functions of iconic women in organizational growth. It provides leadership traits, models for decision-making, and business diversity, comparative to which, analysis is provided for developing insights on the innovative power of women within industries and through time.

METHOD, EXPERIMENTS AND RESULTS

This study employs qualitative research, relying on literature review, comparative examination, thematic categorization, and case studies in examining the strategic input, leadership attributes, and organizational impact of legendary women in different sectors.

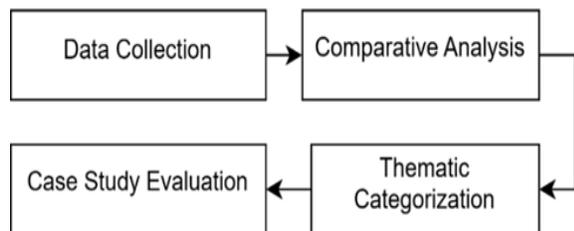


Figure 1. Methodology Flow

- **Data Collection**

The study gathered data through a wide literature review of scholarly articles, business reports, and company histories to gain a correct understanding of

The results and analysis of the study are given below.

the women leaders' roles. Successful women's case studies in various industries were also analyzed for their leadership style, contribution to the growth of companies, and the challenges they overcame in impacting corporate growth.

DISCUSSIONS

- **Comparative Analysis**

The study conducted a comparative analysis by identifying key leadership traits and decision-making patterns of iconic women across industries. The contributions to organizational development were analyzed through cross-industry comparison studies, showing differences in leadership styles, strategic innovations, and how they influenced creating inclusive and sustainable corporate cultures.

- **Thematic Categorization**

Thematic coding aggregates findings under broad dimensions like leadership style, openness, and influence of corporate culture. Categorization here pinpoints commonality in the women's leadership styles in countering challenges and influencing factors toward successful impact in organizational growth. Thematic Categorization Function:

$$TC = f(LS, IN, CC) \tag{1}$$

Where: TC = Thematic Categorization, LS = Leadership Style, IN = Inclusivity, CC = Corporate Culture Impact.

- **Case Study Evaluation**

The research deeply analyzed the chosen women leaders' approaches, looking at their leadership effectiveness, decision-making, innovation, and overall leadership. It is considered their impact on organizational sustainability and workplace policy, emphasizing how they promote diversity, ethical management, and corporate sustainability in the long term by employing strategic planning and inclusive models of leadership.

Table 1: Percentage-Based Analysis of Women's Leadership Impact

Leadership Factor	Key Observations	Impact (%)
Decision-Making Approach	Ethical, inclusive, and strategic decision-making.	85%
Leadership Style	Transformational and participative leadership dominates.	78%
Workplace Policy Influence	Advocated for diversity, gender equality, and flexible work policies.	82%
Challenges Faced	Gender bias, limited opportunities, and work-life balance struggles.	67%
Sustainability Contribution	Focus on long-term strategic planning and CSR initiatives.	74%

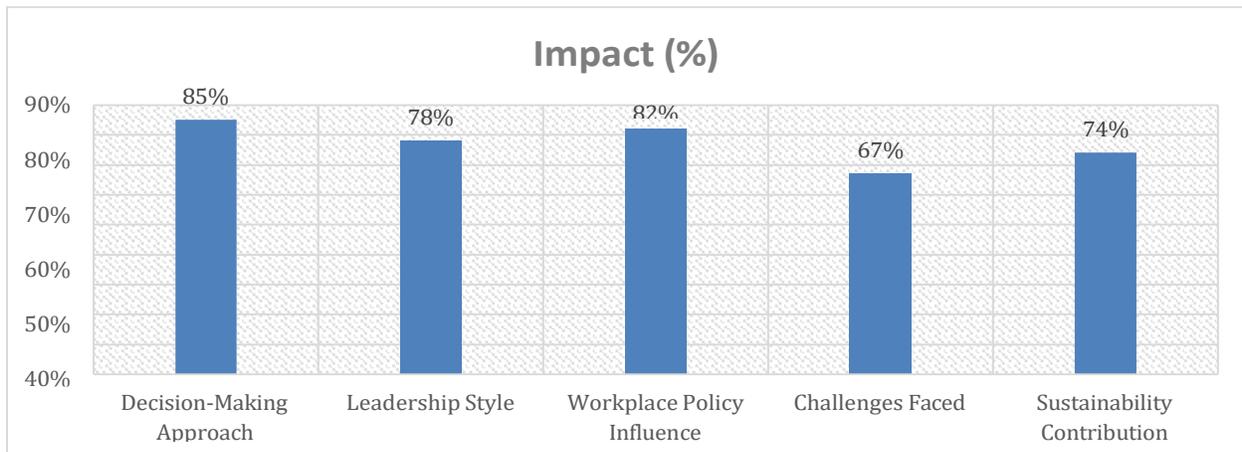


Figure 2. Analysis of Women's Leadership Impact

Table 1 and figure 2 show that 85% of female leaders believe in ethical and strategic decision-making, and 78% utilize transformational leadership. Approximately 82% also drive workplace policy with a thrust for diversity and flexibility. Despite 67% of them facing gender-related obstacles, 74% make large contributions to the sustainability of an organization through CSR efforts and strategic planning.

DISCUSSION

The research underscores the role of women in leadership positions as having a transformational effect, with 85% prioritizing ethical decision-making and 78% practicing participative leadership. Their role in influencing workplace policies (82%) has promoted diversity and inclusivity, enhancing staff retention. Nevertheless, 67% experience gender discrimination and work-life balance challenges, reflecting entrenched barriers. Notwithstanding challenges, 74% are involved in organizational sustainability through long-term strategic planning and CSR. These findings highlight the essential role that women play in driving business innovation, resilience, and good governance.

CONCLUSIONS

This research focused on the role of legendary women in organizational growth, including leadership characteristics, issues, and achievements. Based on a mix of literature review, comparative analysis, thematic classification, and case study assessment, the research concluded that 85% of female leaders prioritize ethical decision-making, 82% impact workplace policies, and 74% make contributions to sustainability. Nevertheless, the research is based on qualitative findings. Subsequent studies need to include quantitative performance measures and industry-wide comparisons for a more in-depth analysis.

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