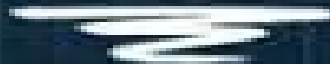


A Road Map for Success from America's  
Leading Women Executives



# GOING TO THE TOP



Based on Lessons Learned from 200 Women at  
the Top of America's Fortune 1000 Companies



CAROL GALLAGHER, PH.D.,  
WITH SUSAN K. GOLANT, M.A.

# Going To The Top A Road Map For Success From Americas Leading Women Executives

**Patrick Vollmar**



## **Going To The Top A Road Map For Success From Americas Leading Women Executives:**

Going to the Top Carol Gallagher, Susan K. Golant, 2000 A savvy authoritative guide to climbing the corporate ladder based on lessons learned from 200 women executives who have made it to the top **Advice from the Top** Valencia Campbell, 2009-05-19 Minority women who have made it to the top offer tips and advice to others who wonder what it takes to succeed in careers in both the for profit and nonprofit worlds To gain the invaluable insights in Advice from the Top What Minority Women Say about Their Career Success Valencia Campbell reviewed research on career success then interviewed 14 extraordinary minority women each of whom shared stories about the path s to the top of her field But this book goes beyond the usual superficial profiles of women achievers Rather it shares their views on what constitutes success the factors they consider important to their success and the obstacles they encountered and overcame The book also provides concrete action steps designed to help readers vault the hurdles encountered by the women profiled and to do so with aplomb And it offers insider advice on how to overcome bias to reach goals Perhaps most important Advice from the Top will inspire minority women who want to advance their careers leaving a lasting legacy for all those who care about improving the status of women in our society The Psychology of Leadership David M. Messick, Roderick M. Kramer, 2004-09-22 In this book some of the world s leading scholars come together to describe their thinking and research on the topic of the psychology of leadership Most of the chapters were originally presented as papers at a research conference held in 2001 at the Kellogg School of Management of Northwestern University The contributions span traditional social psychological areas as well as organizational theory examining leadership as a psychological process and as afforded by organizational constraints and opportunities The editors goal was not to focus the chapters on a single approach to the study and conceptualization of leadership but rather to display the diversity of issues that surround the topic Leadership scholars have identified a host of approaches to the study of leadership What are the personal characteristics of leaders What is the nature of the relation between leaders and followers Why do we perceive some people to be better leaders than others What are the circumstances that evoke leadership qualities in people Can leadership be taught And so on The contributions to this book examine these important questions and fall into three categories conceptions of leadership factors that influence the effectiveness of leadership and the consequences and effects of leadership on the leader All in all the chapters of this volume display part of a broad spectrum of novel and important approaches to the study of the psychology of leadership We hope that they are equally useful to those who are or would be leaders and to those who study the topic As recent events have served to remind us it is too important a topic to be ignored by psychologists **Where Have All the Senior Women Gone?** Ines Wichert, 2011-09-30 Essential career guidance for corporate women with talent and ambition and advice for HR leaders on managing a diverse workforce it sets out nine job assignments that every woman should have on her CV in order to lay the way for promotion and progression and insights into the lessons learned by the top senior women and men in business

**Women's Ways of Making It in Rhetoric and Composition** Michelle Ballif,D. Diane Davis,Roxanne

Mountford,2010-03-17 This volume explores how women in the fields of rhetoric and composition have succeeded despite the challenges inherent in the circumstances of their work Focusing on those women generally viewed as successful in rhetoric and composition this volume relates their stories of successes and failures to serve as models for other women in the profession who aspire to make it too to succeed as women academics in a sea of gender and disciplinary bias and to have a life as well Building on the gains made by several generations of rhetoric and composition scholars this volume provides strategies for a newer generation of scholars entering the field and in so doing broadens the support base for women in the field by connecting them with a greater web of women in the profession Offering frank discussion of professional and personal struggles as well as providing reference materials addressing these concerns solid career advice and inspirational narratives told by women who have made it in the field of rhetoric and composition this work highlights such common concerns as dealing with sexism in the tenure and promotion process maintaining a balance between career and family struggling for scholarly and or administrative respect mentoring junior women finding one s voice in scholarship and struggling to say no to unrewarded service work The profiles of individual successful women describe each woman s methods for success examine the price each has paid for that success and pass along the advice each has to offer other women who are beginning a career in the field or attempting to jumpstart an existing career With resources and general advice for women in the field of rhetoric and composition to guide them through their careers as they become survive and thrive as professionals in the discipline this book is must have reading for every woman making her career in the rhetoric and composition fields     *A Global Perspective on Women in Leadership and Work-Family Integration* Kerri

Cissna-Heath,Margaret J. Weber,2020-01-17 There are countless books on the market that address the personal challenges and institutional barriers that ambitious female leaders face in the United States This volume furthers the conversation by comparing the experiences of women in leadership with regards to work life balance from eight different countries around the globe Collecting stories from women in the United States Costa Rica India Iran Nigeria Norway Sri Lanka and Uganda this volume provides insights into the issues women face globally regarding leadership and work family integration It offers a variety of perspectives from around the world and highlights a variety of cultural norms regarding work and family integration     *Women in Leadership and Work-Family Integration Volume Two* Kerri Cissna-Heath,Margaret J.

Weber,2016-08-17 Today women are assuming greater roles within the workplace and men are assuming greater roles within the home Both spheres have to be seen as a place where males and females are competent Gersick suggests that women have to let go of the traditional identities related to social role family and work Both men and women have to step into new identities and develop new roles Will the home look different and the workplace be a different environment Absolutely men will do their work in their way within the family and home while women will clarify their identity within the workplace

Helgessen and Johnson 2010 describe the female vision which views the world differently than men Women also bring a unique perspective to the workplace This book encourages us to explore embrace and celebrate these new identities within the workplace and the family

**The Future of Tech Is Female** Douglas M. Branson, 2020-11-03 An accessible and timely guide to increasing female presence and leadership in tech companies Tech giants like Apple and Google are among the fastest growing companies in the world leading innovations in design and development The industry continues to see rapid growth employing millions of people in the US it is at the epicenter of the American economy So why is it that only 5% of senior executives in the tech industry are female Underrepresentation of women on boards of directors in the C suite and as senior managers remains pervasive in this industry As tech companies are plagued with high profile claims of harassment and discrimination and salary discrepancies for comparable work one asks what prevents women from reaching management roles and more importantly what can be done to fix it The Future of Tech is Female considers the paradoxes involved in women's ascent to leadership roles suggesting industry wide solutions to combat gender inequality Drawing upon 15 years of experience in the field Douglas M Branson traces the history of women in the information technology industry in order to identify solutions for the issues facing women today Branson explores a variety of solutions such as mandatory quota laws for female employment pledge programs and limitations on the H1 B VISA program and grapples with the challenges facing women in IT from a range of perspectives Branson unpacks the plethora of reasons women should hold leadership roles both in and out of this industry concluding with a call to reform attitudes toward women in one particular IT branch the video and computer gaming field a gateway to many STEM futures An invaluable resource for anyone invested in gender equality in corporate governance The Future of Tech is Female lays out the first steps toward a more diverse future for women in tech leadership

*Going to the Top* Carol Gallagher, Susan K. Golant, 2001 Take risks reach past your comfort zone and focus on the big picture These are among the tips in *Going to the Top* learned from Gallagher's groundbreaking research with more than 200 women who have successfully climbed the corporate ladder

*The Art of Authenticity* Karissa Thacker, 2016-02-08 Leverage your authentic self into a valuable leadership strategy The Art of Authenticity is a guide to becoming a better leader by achieving your best self All people bring different sides of themselves to various situations This book will show you how to broaden and deepen your effectiveness by presenting the most appropriate side of yourself Dr Karissa Thacker is the management psychologist called on by over two hundred Fortune 500 companies to work with high potential leaders This book provides you with her expert guidance based on validated psychological research and artful application of psychological principles to actual business situations to help you become an authentic leader You'll learn how to lead through reflection action and conscious choice and how to maintain your guiding principles while effectively leading your team By replacing habitual reactions with authentic ones you'll find that you're modeling good behavior and effective decision making and that authenticity is contagious This guide equips you with the tools and skills you need to be the catalyst of positive change your

organization needs How do you remain authentic while being an effective leader This book argues that the question isn't a duality Authenticity is the best way to lead and the only way to maintain sustainable success as an organization This insightful guide shows you how to find your authentic self and leverage that into an effective executable leadership strategy Become authentic in a way that befits your values Show loyalty honesty ethics and consideration Maintain authenticity in leadership roles Make conscious choices instead of blind reactions Some are born to lead other must be taught but all leaders must work to retain their own values and basic sense of self A simple pause can mean the difference between a knee jerk reaction and an authentic decision and the effects ripple throughout your organization The Art of Authenticity is your guidebook to finding the true authentic leader within and leading from the inside out for the long haul **The Pink Corner**

**Office** Suzanne Penn, Ph.D., 2006-12-21 As women we face a number of challenges as we strive to succeed in the workplace Understandably we feel conflicted The glass ceiling and the unique stresses that we endure at all levels have been influenced by our historical and traditional roles as mothers in the home and as sexual objects Society teaches us that a woman's place is in the home as wife and mother A woman who excels is looked upon as an anomaly and there is wide spread perception that women do not make effective leaders In addition at all levels in the workplace women are vulnerable to sexual harassment Working women particularly women in professional careers with long hours have to find ways to balance work with family responsibilities This book is a study of the tight rope we walk every day You will be challenged to create your own sense of balance This book will encourage you to reach out for mentors to search for support groups of other like minded women and to give back to younger women This is a must read for any woman who is currently in college or graduate school and about to enter the workplace Today's young professional woman needs to understand the challenges that awaits her In addition women who are currently in the workplace will see themselves in this book The author is Dr Suzanne Penn She is a successful entrepreneur and professional speaker who has taught women in some of America's leading colleges and universities for over 25 years as an adjunct professor She is a baby boomer and is a product of the University of Chicago's MBA program She attended during the early 70's when African Americans and women were a novelty on the campus of Ivy League institutions Dr Penn is married to Algernon H Penn and together they have three adult children Jamila Drake and Alexandria Dr Sue can be reached at [info.suzannepenn.com](mailto:info.suzannepenn.com) Contact her directly for more discussion on how to balance life family and the workplace **The Grit Factor** Shannon Huffman Polson, 2020-08-18 What does it take for women to succeed

in a male dominated world The Grit Factor At age nineteen Shannon Huffman Polson became the youngest woman ever to climb Denali the highest mountain in North America She went on to reach the summits of Mt Rainier and Mt Kilimanjaro and spent more than a decade traveling the world Yet it was during her experience serving as one of the Army's first female attack helicopter pilots and eventually leading an Apache flight platoon on deployment to Bosnia Herzegovina that she learned the lessons of leadership that forever changed her life Where did these insights come from From her own crucibles of

experience and from other women In writing *The Grit Factor* Polson made it her mission to connect with an elite pack of tough impressive female iconoclasts who shared with her their candid stories of combat and career This slate of decorated leaders includes Heather Penney one of the first female F 16 pilots who was put on a suicide mission for 9 11 General Ann Dunwoody the first female four star general in the Army Amy McGrath the first female Marine to fly the F A 18 in combat and a 2020 candidate for the US Senate and dozens of other unstoppable women who got there first including Polson herself These women led at the highest levels in the most complicated challenging and male dominated organization in the world Now in the post MeToo era when positive role models of women leading are needed as never before Polson brings these voices together sharing her own life lessons and theirs with storytelling flair keen insight and incisive analysis of current research With its gripping narrative and relatable takeaways *The Grit Factor* is both inspiring and pragmatic a book that will energize and enlighten current and aspiring leaders everywhere whether male or female

**Hardball for Women** Pat Heim, Tammy Hughes, Susan K. Golant, 2015-03-31 The bestselling guide fully updated for the post Lean In era For nearly two decades *Hardball for Women* has shown women how to get ahead in the business world Whether the arena is a law firm a medical group a tech company or any other work environment *Hardball for Women* decodes male business culture and shows women how to break patterns of behavior that put them at a disadvantage It explains how to get results when you lean in without being thrown off balance Illustrated with real life examples *Hardball for Women* teaches women how to Successfully navigate middle management to become a leader in your field Be assertive without being obnoxious Display confidence Engage in smart self promotion Lead both men and women and recognize the differences between them Use power talk language to your advantage

**Tapping the Wisdom That Surrounds You** Elizabeth Ghaffari, 2014-09-26 Are you seeking the perfect mentor or life adviser an ideal guide no matter what the challenge This book provides a unique and new road map for a modern world demonstrating that the wisdom we seek surrounds us at every turn As a professional speaker about leadership and as a coach and judge of entrepreneurial business competitions author Elizabeth Ghaffari found that those seeking a mentor coach or sponsor often had no idea where to find such support or knew what they needed to receive from such a relationship In this book readers will learn how to recognize invaluable mentorship and guidance all around them from family members at school at work in recreational and social settings in the media and politics and even from those who have left us The true life stories and testimonials presented will inspire and motivate you to endure succeed and prevail This fun to read book contains the definitive answer to the question How can I find a mentor as well as unique insights that young women can apply to transition into becoming successful leaders and define long term success for themselves Similarly readers with more career experience will derive affirmation motivation and encouragement from peers as they chart their own leadership course

*Greatness in the Shadows* Douglas M. Branson, 2016 Just weeks after Jackie Robinson joined the Brooklyn Dodgers Larry Doby joined Robinson in breaking the color barrier in the major leagues when he became the first

black player to integrate the American League signing with the Cleveland Indians in July 1947 Doby went on to be a seven time All Star center fielder who led the Indians to two pennants In many respects Robinson and Doby were equals in their baseball talent and experiences and had remarkably similar playing careers both were well educated well spoken World War II veterans and both had played spectacularly albeit briefly in the Negro Leagues Like Robinson Doby suffered brickbats knock down pitches spit in his face and other forms of abuse and discrimination Doby was also a pioneering manager becoming the second black manager after Frank Robinson Well into the 1950s Doby was the only African American All Star in the American League during a period in which fifteen black players became National League All Stars Why is Doby largely forgotten as a central figure in baseball s integration Why has he not been accorded his rightful place in baseball history Greatness in the Shadows attempts to answer these questions bringing Doby s story to life and sharing his achievements and firsts with a new generation Publisher s website

**What Every Successful Woman Knows** Janice Reals Ellig, William J. Morin, 2001 Explains how to find business success by following twelve key strategies including how to take risks deal with politics and stay focused *Decolonizing the Spirit in Education and Beyond* Njoki Nathani Wane, Miglena S. Todorova, Kimberly L. Todd, 2019-12-14 This multidisciplinary collection probes ways in which emerging and established scholars perceive and theorize decolonization and resistance in their own fields of work from education to political and social studies to psychology medicine and beyond In this time of renewed global spiritual awakening indigenous communities are revisiting ways of knowing and evoking theories of resistance informed by communal theories of solidarity Using an intersectional lens chapter authors present or imagine modes of solidarity resistance and political action that subvert colonial and neocolonial formations Placing emphasis on the importance of theorizing the spirit a discourse that is deeply embedded in our unique cultures and ancestries this book is able to capture and better understand these moments and processes of spiritual emergence re emergence [Encyclopedia of American Women in Business \[2 Volumes\]](#) Carol Krismann, 2005 Entries discuss the lives and careers of businesswomen and cite works for further reading This set also includes roughly 100 interspersed entries on topics central to American businesswomen including career planning childcare diversity education the finance industry flexible work arrangements golf and real estate from back cover **Feminist Collections** , 2000

*Succeeding in America* Leticia Gallares-Japzon, 2001 Succeeding in America explores the principles and techniques used by immigrants to overcome all manner of obstacles and become highly successful citizens of the United States

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## **Table of Contents Going To The Top A Road Map For Success From Americas Leading Women Executives**

1. Understanding the eBook Going To The Top A Road Map For Success From Americas Leading Women Executives
  - The Rise of Digital Reading Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Advantages of eBooks Over Traditional Books
2. Identifying Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Going To The Top A Road Map For Success From Americas Leading Women Executives
  - User-Friendly Interface
4. Exploring eBook Recommendations from Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Personalized Recommendations
  - Going To The Top A Road Map For Success From Americas Leading Women Executives User Reviews and Ratings
  - Going To The Top A Road Map For Success From Americas Leading Women Executives and Bestseller Lists

## **Going To The Top A Road Map For Success From Americas Leading Women Executives**

---

5. Accessing Going To The Top A Road Map For Success From Americas Leading Women Executives Free and Paid eBooks
  - Going To The Top A Road Map For Success From Americas Leading Women Executives Public Domain eBooks
  - Going To The Top A Road Map For Success From Americas Leading Women Executives eBook Subscription Services
  - Going To The Top A Road Map For Success From Americas Leading Women Executives Budget-Friendly Options
6. Navigating Going To The Top A Road Map For Success From Americas Leading Women Executives eBook Formats
  - ePub, PDF, MOBI, and More
  - Going To The Top A Road Map For Success From Americas Leading Women Executives Compatibility with Devices
  - Going To The Top A Road Map For Success From Americas Leading Women Executives Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Highlighting and Note-Taking Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Interactive Elements Going To The Top A Road Map For Success From Americas Leading Women Executives
8. Staying Engaged with Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Going To The Top A Road Map For Success From Americas Leading Women Executives
9. Balancing eBooks and Physical Books Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Going To The Top A Road Map For Success From Americas Leading Women Executives
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain

- Minimizing Distractions
- Managing Screen Time
- 11. Cultivating a Reading Routine Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Setting Reading Goals Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Fact-Checking eBook Content of Going To The Top A Road Map For Success From Americas Leading Women Executives
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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