
Examining the Challenges and Opportunities of Women's Leadership in the Modern Era

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Abstract

Women's leadership in the modern era is still faced with big challenges and complexities, especially related to gender discrimination that still exists in society. However, the modern era also brings opportunities for women to lead in various fields, especially through technological advances and globalization. Women who want to lead must develop the same skills and abilities as men and build strong networks. Women's leadership in the modern era still requires efforts to overcome gender discrimination and increase awareness of the importance of diversity in leadership.

Keywords: Leadership, Women, Women Opportunities, Challenge.

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Introduction

Women's leadership in the modern era is still an important and complex issue (Hazani, 2022). Despite significant progress in women's empowerment, there are still challenges to be overcome to ensure women can lead on an equal footing with men.

The leader's success is seen from the quantity (number) of the number of workers led and the quality of life, showing positive value and quality in fair policies in decision-making at work. Women's leadership is about her ability to lead people (others), build strong interpersonal relationships, have high empathy, and lead in an inclusive style. These three must be able to go together. Become a side to pay attention to (Afriani et al., 2021). The above phenomenon illustrates how leadership is happening today (Marisi et al., 2020). Leadership is only seen in its success in quantity, which focuses on its success in leading the people (Ajefri, 2017). While in terms of quality (personal), it does not get the same amount of attention, women's leadership has turned into a mere physical number (quantity) competition event and has ignored something that is no less important, namely the quality of each leader personally (Child, 2020).

One of the major challenges women face in leadership is lingering gender discrimination (Sahban, 2016). Although women have the same qualifications and abilities as men, they are often underestimated and less recognized for their leadership ability (Suhada, 2019). This is related to gender stereotypes that are still strong in society, where men are considered more suitable for leading and women are only suitable for traditional roles such as taking care of the household and children.

In addition, women often face difficulties balancing work and personal life. High job demands often make it difficult for women to care for their families and children. This makes some women prefer to avoid reaching high leadership positions to focus on their personal lives.

Women have yet to be treated fairly in many countries. They have yet to be allowed to speak or be involved in important decision-making. In some places, society still considers men better, making it difficult for women to be leaders (Tulle, 2016). In traditional societies, women

are expected to care for their families and work outside the home. This can be very difficult for them. Some companies are beginning to understand that women can be great leaders and make changes to support them. Leaders are willing to help others do their best and have good values (Suyanto, 2018).

However, the modern era also brings opportunities for women in leadership. Technological advances and globalization are opening up greater access for women to participate in various fields, including leadership positions. In addition, many companies and organizations are beginning to recognize the importance of diversity in leadership. They are increasing support for increasing the representation of women in leadership positions.

Women who want to lead must develop the same abilities and skills as men. These include interpersonal, managerial, and strategic skills. In addition, women also need to expand networks and build relationships with people who can support them in leading.

Overall, women's leadership in the modern era still faces significant challenges, but it also has great opportunities for advancement. By addressing and addressing gender discrimination and strengthening skills and networks, women can achieve leadership positions equal to men and make valuable contributions to building a better future.

Research Methods

Research methods are scientific ways to obtain data for specific purposes and uses. In this study, the author used the literature method. The literature method is research conducted only based on written works, including research results that have and have not been published.

The information and data used in this study came from various reliable sources, such as academic journals, news articles, and research reports. The author also uses personal experience and observations to provide a more holistic and diverse view of women's leadership in the modern era. The writing process involves the collection and analysis of relevant data, as well as the synthesis of information obtained from various sources to reach strong and thorough conclusions.

Results and Discussion

Women's leadership in the modern era faces unique challenges and opportunities (Cahyaningsih, 2020). Women's main challenge in leading is gender discrimination and stereotypes still strong in society and organizations (Nurcahaya & Akbarizan, 2023). Women are often seen as less capable of leading than men, even with similar skills and experience. This happens because of gender stereotypes and biases that arise from the inherent social and cultural environment (Christianto et al. & Kadera, 2021).

Everyone has the opportunity to be a leader, but not everyone can be a leader. People who want to become leaders must meet several requirements. First, a leader must have the capacity or ability to lead. Second, a leader must influence others so that they can be made his followers. Third, a leader must have a clear vision and mission to develop his organization. Fourth, a leader must be able to direct and bring others to follow his will to advance the organization he leads. Fifth, a leader must have influence and power.

Successful female leadership also benefits the organization and society as a whole. Women in leadership positions can bring different and innovative perspectives to managing the organization and contribute to the organization's success. Studies also show that companies with more women on their boards of directors perform better.

In addition to benefits to organizations, women's leadership can positively impact women's empowerment at large and gender equality. Women who lead can serve as role models, inspire other women to pursue their goals and careers and fight for their rights. This can change gender stereotypes and create a more inclusive and equal environment.

To address women's challenges in leading, efforts must be made to strengthen women's leadership skills, build strong networks, and address gender discrimination. Organizations and communities must recognize the benefits that can be derived from strong female leadership and provide support for women in achieving their leadership potential. This way, the modern era can be full of opportunities for women to lead and achieve better gender equality.

Definition of Leadership

Leadership is the behavior of certain individuals who direct the group's activities to achieve common goals. Being a leader means being able to help others work together to achieve a goal. A good leader can energize and drive people to do their best. Being a leader is about more than just telling people what to do. A good leader must also be able to talk to others, understand their feelings, and find ways to fix problems. They must also be brave enough to take big chances, make difficult choices, and take responsibility for what happens.

Leaders lead in different ways, such as governing, letting everyone have an opinion, or giving people the freedom to make choices (Adiwilaga, 2018). Some leaders make decisions without asking others, some ask everyone what they think, and some let people decide for themselves. Some people are good at leading, but not everyone is born that way. Fortunately, you can learn to be a good leader by attending school, practicing, and practicing. Some classes and programs can help you become a better leader.

Leadership is essential in everything we do today, such as business, school, and government. A good leader can improve things by ensuring everyone works well together, gets along well, and does a good job. It helps everyone be happy and successful! Being a leader means being able to help others work together to achieve something. A good leader can speak well to others, understand their feelings, intelligently solve problems, and take responsibility for what happens. Anyone can learn to be a leader by attending school, practicing, and improving. Become an important leader in all parts of life today.

Gender Equality in Leading

Esther was a brave woman who helped her people, the Jews when they were in danger. In the past, people considered women not as important as men and could not do certain things. They are treated unfairly and not respected. Even today, some places still need to allow women to lead. However, people are working to change this and give women the opportunity to be leaders as well.

When women lead in the modern era, they are very careful and good at saving resources, which makes them trusted to have important jobs. However, some people disrespect female leaders because they view them incorrectly. Some people also think that female leaders do things differently than expected, and it is not uncommon for an organization to have female leaders. Female leaders also tend to cooperate more than men. Women leaders are important and successful, and men also play a role in their success.

God created man, including women, in His image, and women have an important role to fulfill. Although women may be physically weaker than men, they are still valuable and can help men in many ways. Jesus taught that serving others is important, and women can have important leadership roles in society if they are kind, responsible, trustworthy, and educated. Esther's story shows how a woman can be courageous and save her people. Christian women leaders should always remember to be good role models and follow Christian values (Susanta, 2020).

The Role of Women in Leading

There is a difference between a male leader and a female leader. Generally, those who hold the leadership are men. However, trusted women can hold the reins of leadership.

Women's leading role has become an increasingly important topic in the modern era. Although there has been an increase in the number of women occupying leadership positions, women's representation is far from ideal. There is much evidence that women can be effective leaders and contribute greatly to the organization or society in which they are located.

One of the advantages of women as leaders is the ability to communicate and foster strong relationships with team members or subordinates (Cahya, 2023). Women tend to be more empathetic and understand the needs and desires of others, thus creating a more harmonious and productive work environment. In addition, women also tend to be more collaborative and able to work together in teams, which is an important aspect of leading.

However, the challenges faced by women in leading are still very large. There is a stereotype that women cannot lead or make difficult decisions. In addition, the patriarchal culture that is still dominant in many places also makes it difficult for women to rise to higher leadership positions.

Therefore, it is important to fight for women's representation in leadership. Leaders and policymakers must ensure that women have equal opportunities to rise to leadership positions and are given support to develop their leadership skills. Companies and organizations must also ensure that they have inclusive policies that support women in their careers.

In addition, it is also important to open awareness and strengthen knowledge about the importance of women's representation in leadership. Everyone, both men and women, must realize that leadership depends not on gender but on abilities and skills. Therefore, it is important to build awareness that women can be effective leaders and contribute greatly to the organization or society in which they are located.

In conclusion, women's leading role is very important in the modern era. Women can communicate and foster strong relationships with team members or subordinates and are more collaborative. However, the challenges faced by women in leading are still large, such as stereotypes and patriarchal culture. Therefore, it is important to fight for women's representation in leadership and build awareness of women's leadership roles.

The Challenges of Women's Leadership in the Modern Era

The challenges of women's leadership in the modern era are still enormous and complex. Despite an increase in the number of women occupying leadership positions, women's representation is far from ideal. Some of the challenges faced by women in leadership include:

Gender stereotypes and discrimination: Gender stereotypes that view women as unable to lead and discrimination carried out by those who still consider women as weak and incapable creatures are still problems that need to be faced by women in leading. This has caused many women to need help to rise to higher leadership positions.

Difficulty balancing career and family: Many women find it difficult to balance career and family, so they decide not to pursue a higher career. Often, women are considered babysitters and have primary responsibilities in the household, thus limiting their time and flexibility to pursue careers.

Limited networking and support: Many women need help building enough networks and support in their careers, especially in a male-dominated field or industry. A strong network and support are essential in building a career and advancing yourself to higher leadership positions.

Global and complex challenges: The role of leadership in the modern era is increasingly complex, and leaders who can address increasingly complex and dynamic global challenges are

required. Challenges such as digitalization, climate change, and the global health crisis require resilient leadership capable of making informed decisions.

To address these challenges, it is important to champion women's representation in leadership and provide the right support for women to develop and advance to higher leadership positions. Companies and organizations must also ensure that they have inclusive policies that support women in their careers. In addition, it is also important to build awareness about the importance of women's representation in leadership and eliminate gender stereotypes and discrimination that still exist. This way, we can create a more inclusive work environment and equal opportunities for everyone to develop and lead.

Women's Leadership Opportunities in the Modern Era

Although challenges still exist, women's leadership opportunities in the modern era are growing. Some opportunities that can be utilized by women in leading include:

Increasing women's representation: While women's representation in leadership is far from ideal, increasing trends point to positive changes (Labolo et al., & Fadhilah, 2019). More and more women are occupying leadership positions in various fields and industries, providing opportunities for other women to follow in their footsteps.

Technological advancements and digitalization: Technological advancements and digitalization have opened up new opportunities for women to lead in fields previously dominated by men, such as information technology and creative industries. Women can leverage technology to expand networks and create new career opportunities.

The need for inclusive leadership: Inclusive leadership considers the interests of all team members and diverse backgrounds and is increasingly needed in the complex and diverse modern era. Women tend to have more inclusive leadership styles, which can meet this need.

Inclusive organizational support: Many companies and organizations are now beginning to recognize the importance of women's representation in leadership. They are committed to creating an inclusive work environment and supporting women in their careers. This provides opportunities for women to develop and advance to higher leadership positions.

In taking advantage of these opportunities, women must prepare well and continuously improve their skills and knowledge. They must also network and find mentors to help them in their careers and leadership. In this way, women can take a more active role in leading in the modern era and make valuable contributions to organizations and society.

Conclusion

From the description described, the leader is a person who has skills and advantages. The leader does not have to be a man alone, but the leadership role of a woman in this modern era is also very much needed. The challenges and opportunities in women's leadership in the modern era are complex and varied. Challenges faced by women in leading include discrimination, gender stereotypes, difficulties in achieving work-life balance, and lack of organizational and community support. However, women's leading opportunities, such as increasing representation, technological advancements, the need for inclusive leadership, and inclusive organizational support, are also increasing.

In facing challenges and taking advantage of these opportunities, women must prepare well, improve their skills and knowledge, and build strong networks. In this regard, the role of governments, organizations, and communities is critical in creating inclusive work environments and societies and supporting women in careers and leadership. Women have the same potential and ability as men in leading, and female leadership can make valuable contributions to

organizations and society. Therefore, it is necessary to continue encouraging and supporting women in leading and achieving better gender balance in the modern era.

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