Your Guide to Breaking Through the Glass Ceiling: Knowledge Is Power for Women
Introduction

No one in the corporate world has it easy, but most agree that women are often overlooked for big promotions and pay raises. In many cases, women put just as much blood and sweat into building businesses, but often leave the table with fewer payoffs than male counterparts. Of course, this can change, and knowledge is the key to breaking through these gender-based barriers. Here are three reasons why knowledge can level the playing field for women in leadership roles in companies and organizations.

Define success on your own terms, achieve it by your own rules, and build a life you’re proud to live.

- Anne Sweeney (President of Walt Disney)
Knowledge is Vital for Navigating Complex Career Paths

Women in leadership positions soon discover that there is no such thing as a career ladder. Instead these women find themselves navigating an obstacle course. Career paths are complex. There are lots of decisions and choices women face that require knowledge and wisdom to avoid certain pitfalls and perils. Knowledge allows women to fully embrace their individual career paths and take ownership of the leadership roles they occupy.
You may not always have a comfortable life and you will not always be able to solve all of the world’s problems at once but don’t ever underestimate the importance you can have because history has shown us that courage can be contagious and hope can take a life of its own.

- Michelle Obama (The First African-American 1st Lady)
Knowledge Leads to Discernment & Confidence

Some women find it difficult to openly convey their skills and capabilities to others. In fact, many women are conditioned throughout their lives to hide skills and abilities so as not to embarrass male counterparts or appear brash or rude. This is not an asset when it comes to effective leadership. In the end, who you know is less important than who knows what you know. Women occupying leadership positions have to ensure that the right people realize what they’re capable of, especially when they’re looking for a new job, pay raise, or promotion.
We need to accept that we won’t always make the right decisions, that we’ll screw up royally sometimes - understanding that failure is not the opposite of success, it’s part of success.

-Arianna Huffington (AOL/Editor in Chief of Huffington Post)
Knowledge Can be Gleaned from Past & Present Failures

Many women in leadership are perfectionists. No one becomes a leader without being diligent. Unfortunately, too many women believe failure isn’t an option. However, failure is a necessary part of life and learning. Past and present failures can be great teachers about life and leadership. The more knowledge a woman embraces, the less she fears making mistakes.

One of the biggest concepts that women in leadership positions need to grasp is that there are no guarantees in life or business. Titles can change or be dissolved, and income can increase or decrease. The only reliable asset anyone has to navigate the twists and turns in the business world is knowledge. Knowledge is the only thing that no one can ever take away. Continuous learning is critical to success in leadership roles.

This concept is the driving force behind the learning opportunities offered by the Women’s Leadership Institute’s continuing education program at the T.D. Jakes School of Leadership, powered by Regent University. This program is designed to empower women to become more effective leaders in businesses and organizations. Contact us today to learn more about the opportunities this program offers for women in leadership roles.