



Dancing on the Glass Ceiling: Women, Leadership, and Technology

Don Olcott Jr., Darcy Hardy

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The glass ceiling is an often-discussed and contentiously-debated concept. It has been used to both discount and to explain a diverse array of issues related to women and leadership. Editors Olcott and Hardy question the role the glass ceiling has had and continues to have in women's careers and in institutions. The book explores six main questions: Does the glass ceiling exist today, and if so, how has it manifested itself in the modern organization? What is the historical background and cultural importance of women in the workplace and how has that influenced women's roles in today's marketplace? What skills and talents do successful female leaders see as critical for women to succeed today? Are they the same for men? How has the technology revolution impacted leadership opportunities and challenges for women and men? Are women and men better suited for specific types of leadership roles? How can we build new organizational paradigms that center around the aggregate talents and abilities of women and men? The editors approach this exploration from two directions. From one direction, they examine what is documentable from research and statistical data. From the other direction, they seek what is more intangible and experiential, reflected in personal narratives. Through interviews with women and men at various career stages, they present a set of rich personal journeys and perspectives that give human faces to complex and critical issues.

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