**What are the changes that the United States Armed Forces need to improve, change and maximize to eliminate Gender Barriers to Leadership.**

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Leadership is a crucial part of success for military and civilian organizations. However, historically men have dominated the leadership hierarchy of most organizations. According to Dean (2020), women’s access to leadership positions has been barred by stereotyping and discrimination. In the contemporary world, women are still underrepresented in leadership positions, responsibilities, and power despite incorporating women into combat arms to ensure equal access to acquire these positions. The United States military is one of the most diverse organizations regarding gender and ethnicity; nonetheless, it encounters numerous challenges with reverence to change and adaptability; mainly when exploring key leadership positions that men predominantly hold. Consistent with GAO's scrutiny of the financial year 2004 through 2018 data, the estimated promotion rates were relatively lower for women enlisted in numerous years, nonetheless higher for officers in comparison to their male counterparts. Precisely, women enlisted leadership promotion rates varied from 0.1% to 2.5 % points beneath the men conscripted promotion rates throughout much of that time ("Female Active-Duty Personnel: Guidance and Plans Needed for Recruitment and Retention Efforts," 2020). Currently, the statistics have not shown any significant change, therefore, indicating that the US Armed Forces lingers to be male-dominated entities, with more men than women serving in the leadership suit. There have been numerous challenges that talented women have been facing while advancing their careers worldwide, both in private and public organizations. According to Dr. Shawn (2020), women leadership has a long way to go because, in the current non-profit, education, corporate, religion, government, and military sectors, women leaders are the minority. After all, men outpace them. At Fortune 500 companies, women hold 19% of all board seats, 15% of the executive positions, and comparatively 4% of all CEO positions meaning that men have dominated all the companies. There exist cultural norms that were initiated by men and for men and replicate the extensivepatriarchal society. Owing to this, women feel underprivileged and uncomfortable while working in these sorts of institutions because they encounter a lot of barriers to leadership advancement, just like in other entities, the masculine nature and the acceptable norms, values, and roles in the United States Armed Forces expose numerous barriers to women who diligently serve. Leadership development is an intricate issue that demands scholarly attention precisely in assessing women's leadership in the United States Armed Forces. The study will assist in furthering the understanding of the acuities and primary presumptions with which female officers in the Armed Forces are confronted when contenting for senior leadership positions in the Armed Forces and how institutions can mitigate them to guarantee equality within the institution.

**Research Question:**

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