**Application**

Women have climbed to the highest pinnacle of leadership in many organizations worldwide since the turn of a decade. However, there remain persistent hindrances that bar the female gender in their quest to get top management positions in organizations. Many companies realize the importance of developing and incorporating women leaders in their organizations. Many companies decide to restructure the organization framework to accommodate women in certain crucial management positions such as Chief Executive Officers and top managers. Moreover, companies are also developing strategies to eliminate stereotyping and sexual harassment, which are big barriers to attaining gender equality in workplaces.

The company's current organizational structure does not promote gender equality or women's leadership in the organization. The company has a male CEO who is the topmost leader in the organization. Moreover, executive management is also gender imbalanced since it comprises five men and two women. Having a male-dominated executive will deny women a chance to exhibit their potential and represent the male gender at the decision-making table.

Furthermore, men dominate management positions, with women occupying supervisory roles. Besides, the crucial departments of the company are also being held by men. For instance, the engineering department with the highest number of employees has only six women out of a possible forty-six engineers. Moreover, the two managers in the engineering department are all men.

The company's new owners have designed a model that aims to incorporate women into the organizational structure. The new design will affect the organization's current structure, from the lower-level management to the top management. The new owners envision the new design to increase efficiency and effectiveness in the daily running of the company. Besides, the model aims to instill competitiveness in the company by having female and male personnel running the company.

The current design will have the CEO as the topmost manager, held by either male or female personnel. The production and the marketing manager’s position would each be held by a different gender to ensure equality, competitiveness. Women will also be given responsibilities that were initially assigned to men only. However, the company must pay salaries according to its duties without discrimination or gender bias. To ensure so, the CEO and one female executive and one male executive must all sign the personnel compensation form before processing any sort of compensation.

The company also aims to have an equal representation at different levels of management. The company envisions great competition and overall high productivity in its workers. With the installation of cameras and CCTVs at the company's buildings, the company aims to eradicate incidences of harassment at the workplace.

Moreover, having a female CEO will help the aerospace company in many ways. The female CEO should set specific targets to eradicate vices, such as the gender pay gap. Besides, providing parental leaves for both men and women would enhance equal gender representation in the workplace compared to giving women alone (Gipson et al., 2017). Therefore making a commitment to achieving gender equality will help the company have many women in leadership positions and achieving board parity.

Furthermore, women leaders and CEOs would help empower women in the company. Women managers should endeavor to explore best practices that would help women explore their potential and get empowered. Each manager must have one female member of the department shadow them to teach the women new skills or implement cross-training. Many companies have achieved marked success by implementing programs that seek to empower women through career development.

Women leaders should also endeavor to engage men in an attempt to build a more gender-equal workplace. Many researchers believe that when men preach the message of gender equality and women's empowerment to other men, change is likely to happen (Gipson et al., 2017). The company will encourage men to support women in their careers with a very specific training program that develops job-related skills between men and women. For example, if a male employee is aware that a female co-worker is unable to change a drawing due to inexperience with the software, he is able to submit this to the Supervisor. The Supervisor coordinates the training with agreed upon expectations for both the male trainer and female trainee. The design would help create a conducive environment for the growth of women and advancement in their careers.

The model would also help address the bad culture and traditional norms that curtail gender equality and remuneration. There is a belief that women are not aggressive and are constrained by certain duties, such as childbearing. Some companies also do not believe that women can perform in top leadership positions, so they relegate them to lower leadership positions. Moreover, women are also given responsibilities and tasks that do not attract colossal payment leading to the pay gap between men and women. The proposed cultural elements also aim to promote women in leadership through representation.

Furthermore, the design aims to eliminate gender discrimination of any form and the inclusion of many women in top management. The company's main objective of cultural change is to give women equal opportunities and encourage them in leadership. Moreover, the aerospace company must also align its objective and purpose with gender equality. When gender equality is achieved, competitiveness and effectiveness will help the company accomplish its goals and objectives.

Moreover, the new design also seeks to enlighten the surrounding community about benefits of empowering women. Each quarter, one female employee will be selected to highlight her accomplishments and capabilities via the monitors throughout the plant and the company newsletter. Aerospace companies must inform the community that is a critical stakeholder in supporting women in leadership. The company also anticipates the new design to convince and explain the importance of embracing gender equality. Furthermore, the company seeks to encourage effective communication at all levels of management.

Moreover, the chain of command alongside the women empowerment programs is also important (Hill et al., 2016). Also, every department would balance between male and female gender, thereby eradicating male dominance. Another change that would be witnessed is the concentration of both male and female gender at all levels of management. Initially, the male gender dominated the top management positions while women were given lower management positions. Roles and responsibilities allocations would also change, given that women's inclusion would become a priority.

Another benefit of having women in leadership is increased measures that help promote work-family balance (Chaluvadi, 2015). The company needs workers with an excellent work-family balance to grow. Companies with women leaders also tend to positively influence social motivation. Many women who are are skilled and qualified but had been smothered by the poisonous male-dominated top management would get a chance to showcase their prowess. Female leaders would also eliminate male leaders who were hell-bent on discriminating against women, creating a level playing field for all gender to thrive. Having female leaders at all levels of management would instill the spirit of collaboration and the promotion of vital interpersonal skills.

Furthermore, having female leaders would also have social impacts by boosting performance and motivation (Hill et al., 2016). Therefore, all management would be provided gift cards to congratulate any female they witness exhibiting leadership qualities even in the smallest instances. For instance, when practicing a tornado drill, a female employee leads the department to the safe area. Her actions are acknowledged and rewarded with a gift card to a local restaurant. However, there would be many challenges for women due to the challenges posed by men who do not believe in women's leadership. The new model, however, is aimed at eradicating traditional obstacles such as marriage and motherhood.

Therefore, more robust organizational designs are needed to break down male chauvinism in leadership. Women in leadership are thought to adopt a more participatory approach as compared to their male counterparts. When aerospace gets a female CEO, it will help the company to build its global image. Many skilled and talented women would also get a chance to work in their preferred departments. Besides, research also shows that women leaders adopt a more transformational approach than men.

Moreover, having women leaders would help women understand their own unconscious biases. Women are often their own enemies. The current women in management will use catch phrases to influence other women to think more positive thoughts regarding their ability to lead. As women are moved into management roles, this will be part of their job duties and an added element of their evaluation. Hence having women in top management would help educate other women on the importance of promoting women leaders. Also, in a company like aerospace, men will have to share some prestigious management positions with women who now have an equal chance as the male counterparts. Additional training or support may be reviewed for any males that feel threatened or overlooked to learn adaptation throughout the process.

**References**

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