Journal Week 2

March7, 2021

The organization I currently work for is an aerospace company that produces heating and cooling systems for various airplanes and helicopters. The location in Oklahoma was recently purchased by a corporation thus bringing about many changes. Before COVID affected business, there were roughly 230 employees; after a couple rounds of lay-offs the employee count is down to around 175. The Executive team consists of 5 men and 2 women who are led by a male CEO. Management positions are predominantly held by men with two female supervisors. One of the Executive positions held by a female is the Director of Human Resources. I began my employment in this department but after a year moved to the Engineering department as a Configuration Management Administrator. My Director now is a man. The new corporation is based in France and it seems more open to women in leadership roles. I look forward to seeing how the changes will affect the Executive roles.

Women in leadership roles within the organization have been few and not without particular conditions. The Director of Human Resources has been employed with the company since its inception. Due to that, Donna has been considered of great value and is heavily regarding for decision making. Throughout the years she developed a very close relationship with the owner and was promoted eventually leading to the Director position. When the original owner sold the business, he left her with the duty of ensuring that business was conducted according to his values. The other female Executive, Keisha, is a very good friend of Donna. They worked closely together and developed a close friendship as well. Shortly after Donna was promoted to Director, Keisha was promoted to Production Manager. Keisha has been promoted several times and is now Director of Operations.

Although there is no documented evidence of such, it has been told that these women gained these positions due to certain relationships. Donna still speaks to the previous owner and now Keisha’s husband is a Manager within the organization. It seems that friendships may have coerced some selections. Not to be overlooked, Donna has one child that is now grown and no longer lives at home as well as she resides within 3 miles of the organization. Keisha and her husband do have children and because Executives do not have a limited use of Paid Time Off, Keisha is able to leave any time she needs to. Unfortunately, it cannot be said that women are expected to perform as well as men within the company to earn leadership roles. It goes without saying, one must belong to a certain group of friends to attain such.