

Abstract of Doctoral Dissertation

Wisdom Leadership : An Empirical Exploration of Indian Women Managers¹

SHRUTI D. NAIK*

I. Introductory Aspect of Study

IN 2008, MCKINSEY conducted a study, *Women Matter 2*, in partnership with Women's Forum. It offered critical insights into leadership behavior that matters significantly in an ever evolving business environment. It showed how having more women in top management can give companies an edge by spreading these leadership practices among organizations.

As women comprise half of the global talent, it is fair that they are at the forefront of economic and social scene. It also ensures that the best minds of both sexes are brought together to address the various challenges that the society faces. In conservative environments, achieving gender diversity in corporations, at all levels, is a long and demanding journey. It demands involvement of the whole company and strong commitment from top management. Beyond gender diversity, therefore, what matters ultimately is leadership. As India is at the forefront of economic growth and is poised to become an economic power of global significance, Indian women leadership has a more emphatic presence than ever, and it is only going to get better.

1.1. History of Women leadership - A Journey through Historical Perspective

Sharma (2005, 2013) provides a framework of Indian history, initially published in his article, *A Brief History of History*, Journal of Human Values, IIM Calcutta, in terms of four periods viz. Vedika, Hindika, Indika, and India & Indiapuras/ Mini-Indias all over the world (India & Extended India), periods. In this framework, Vedika period refers to Ancient period of Indian history, Hindika period refers to Medieval, Indika period refers to Modern/Freedom/Liberation period and India & Indiapuras/ Mini-Indias all over

1 The Thesis was submitted to Banasthali Vidyapith, Rajasthan in March 2015, for the award of Ph.D Degree, awarded, in April 2016, under the supervision of Dr. Subhash Sharma, Director, IBA, Bangalore and Registered Guide, WISDOM, Banasthali Vidyapeeth, Niwai-Jodhpur Road, Vanasthali, Rajasthan 304022, INDIA

* Associate Professor, Acharya Academy of Management Studies, # 3, Lingadheeranahalli, Off. Magadi Road, Bangalore, Karnataka 560091, INDIA