



Power Moves to Amplify Women

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Abstract:

*Early in Obama's first term as POTUS, female staffers noticed something important. A male staffer could say something once and be heard, while a woman had to say it three times. **To combat this, the women created an "amplification" strategy. Whenever one of the woman made a key point, the others would repeat it and give her credit. The "amplification" strategy paid off. And during Obama's second term, women finally gained equality with the men in the Presidents inner circle.***

Introduction:

This situation is not limited to women working in government though. Woman the world over experience it in all kinds of working environments, as well as in their personal lives. **In her book, 'Amplify: Power Moves for Women & Their Allies to Ignite Change'**, Tacy M. Byham, Ph.D. shares power moves she claims can deliver outstanding results for women. Both at home and in the workplace.

Challenge:

Men get ahead in the workplace because they do one thing that most women do not—they declare themselves. They ask for what they want and, as a result, they get it! Women need to do the same. They need to ask for what they want in their careers. They need to announce their

readiness for the next step up. And they need to remind people they have value. Women need to learn to voice their demands for salary raises, promotions, development opportunities, and work-life balance.

Solution:

Radiate confidence:

Radiating confidence means to own yourself. To walk out the door comfortable in what you're wearing. To engage in conversation and not worry about saying something you'll regret. To be sure of every decision you make. It's an unfortunate side effect of centuries of patriarchy, but women are taught to constantly question themselves and to pay attention to everything they could be doing wrong. However, women have had enough. It's time to replace self-conscious, nervousness with

confidence. The key to doing this is to fake it 'til you make it.

Materials and Methods:

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Our mission is to help emerging and frontline managers achieve positive, long-term behavioral change for themselves and their teams. Leaders with advanced emotional intelligence have a head start in their lives and careers. They inspire passion and enthusiasm, take action to solve problems, and cope better with change and stress. Identify and evaluate specific situations quickly and to make more impactful decisions, with our Critical Thinking and Decision Making training.

Conclusion:

Use their words wisely, with respect and consideration. This is particularly true when speaking of other women. They have no need to gossip or drag others down to make themselves feel better. Women with confidence are too excited by their plans and dreams.

Don't take anything personally. Women who lead confidently know the only person they can control is themselves, and they are not responsible for anyone else's emotions or behaviours. You cannot control what others do, only how you react.

Use their power for good instead of evil. They know their strengths and capabilities and seek opportunities to make the world around them just a little better. Whether that be by mentoring another woman in their team and helping them achieve their own goals, or fighting for human rights, they are selfless and share their talent with others.

Give credit where credit is due. Confident female leaders won't take credit for another's success. Firstly, they have more respect for themselves and others, but also they celebrate the achievements of others, and the satisfaction of having assisted on the journey is more than enough. They support women and don't compete with them

Trust their instincts. They are thorough and decisive, and when they have made a decision they stick to it. They don't hesitate or second guess, and this, in turn, instills confidence and motivates the team they lead.

They don't lead to being liked. Confident leaders are not afraid to make tough decisions even though they may not be popular. She can handle opposition and will deal with it rationally and fairly, with the conviction to stand by any decision. Those she leads respect her for her ability to follow through and be consistent.

They learn from their mistakes. Bumps in the road do not knock

confident female leaders off course. They do not expect perfection from themselves or others and know that with success and responsibility comes risk and sometimes failure. The ability to get up and get on with it after a setback keeps them moving forward and inspires others.

Believe in balance and reward. Working hard in the times of heavy workload is balanced with a break and reward for the team when the job is done and the load lightens a little. Confident women lead by example and put in the big hours when required but they are not afraid to celebrate and regroup and take a breather in preparation for the next challenge ahead.

Don't waste time on worry. What if's and should have been's don't exist for the women who is confident in her leadership. Worry changes nothing and

is a waste of energy and focus that can be used to move forward.

They are authentic. Understanding their own motivations and being clear in their belief systems, confident leadership in women who inspire and motivate is effective, credible and consistent. Insincerity is obvious and unacceptable to those you lead, even if they can't quite identify what's not right. Authenticity is central to female leaders with confidence.

References:

1. International Monetary Fund (2018). *Pursuing Women's Economic Empowerment*.
2. Moody's Analytics, *Close the Gender Gap to Unlock Productivity Gains*, March 2023.
3. UN Women, *Progress of the World's Women 2015-2016*. Chapter 2, p. 69.