



Women in leadership

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In a recent study, women score higher than men in most leadership skills according to recent research conducted by Harvard Business Review (HBR), which, after analysis of 360-degree reviews found that women in leadership positions were perceived as being every bit as effective as men.

In fact, in the study (conducted in 2012 and recently updated) women scored at a higher level than men on the majority of leadership competencies measured. Despite this, the number of women in senior executive positions remains consistently low. HBR notes that only 4.9% of Fortune 500 CEOs are women.

Closer to home, it's a similar story: as women move up the ranks, they systematically push against challenges that hold them down. Research by Bain has found that South African women aspire to top management positions even more than men when they enter the workforce. But despite starting their careers motivated, ambitious and confident, they are still not reaching those executive positions.

Another report, the 2018 Global Leadership Forecast, found that gender-diverse organisations have higher quality leadership, are more agile, grow faster, and are more likely to experiment and embrace failure in pursuit of different and innovative approaches. Companies with at least 30% of women in leadership roles were 1.4 times more likely to enjoy sustained, profitable growth, the report found.

Gender equality still remains a major issue in the corporate world.

The employment relations context has changed massively in post-apartheid South Africa as employees grow increasingly confident

about their labour rights. Women need to find their voice in the workplace – this means constructively challenging the status quo and paving the way for innovative and positive change.

Pharmacy is no different. When asked what a pharmacist is or what is their perception, we are defined and described as pill counters, but more specifically an old man in a white lab coat with our glasses on the edge of our nose. But, since then, the demographic has changed. The profession is becoming a female dominant profession and this is not a bad thing.

As SAAHIP, we have a few remarkable ladies that we are proud of. We have Sue Putter who was the first woman to be elected as president of SAAHIP as well as the first woman to be elected to the South African Pharmacy Council! Since then, a lot of ladies have followed in her footsteps!

All of them contributed to SAAHIP and the pharmacy profession, with a burning passion for the profession. The opportunities for women have changed from being a teacher, nurse, wife or a mother to holding absolutely any position in the society or business. Women can be anything they put their mind to, their possibilities are endless!

We salute all of you hardworking ladies that manage to balance family life with your professional career. You are truly remarkable and a true inspiration!



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