

# Understanding the Conceptual Interplay of Self-Esteem and Leadership Skills in Empowering Businesswomen - A Cognitive Perception

**Ms. Vasavi Anbarasan**  
**Founder & Director**  
Manokitha Psychological Forum  
&  
**Psychologist**  
Thangam World School  
Salem, Tamil Nadu, India

## Abstract

Women break through historical barriers and ascend to leadership positions, understanding the cognitive aspects of self-esteem and leadership becomes paramount. It is possible through a comprehensive exploration of historical developments, societal shifts, and empirical analyses, wherein this study sheds light on the dynamic interplay between self-esteem and leadership skills. It is to be noted that there is a need to delve into the intricate relationship between self-esteem and leadership skills among women in business so that it may uncover the mechanisms that contribute to the empowerment of women in leadership positions. This conceptual research intends to understand the complexities within this interplay and shedding light on the possible psychological dimensions, which contribute to empowerment of women in the business world. Also, by observing and examining the cognitive aspects of self-esteem and leadership skills, this research provides insights to the ongoing discourse on gender equality in leadership, providing practical implications for individual career trajectories and broader organizational dynamics. Keeping this in view, the present study emphasizes the significance of this synergy in fostering confident decision-making, resilience, team empowerment, authentic leadership, effective communication, and overall positive organizational culture.

**Keywords:** Self-Esteem, Leadership Skills, Gender Equality, Organizational Culture, Authentic Leadership, Decision-Making, Resilience, Positive Workplace Culture.

## Introduction

Women in business leadership roles have faced significant challenges and barriers, often navigating a landscape dominated by patriarchal norms and gender biases. The journey of women entering and excelling in business leadership positions has evolved over time. The research on self-esteem of employees in organizations are addressing the psychological perspective especially focusing on personal characteristics (Petrosyan, 2019). The research study by Zuraik et al. revealed the influence of external situational factors (Zuraik et al., 2020). This provides an understanding of leadership practices of the business owners or entrepreneurs

running the organization. In furtherance, through effective leadership practices, organizations can improve employee's self-esteem and leadership behaviour which is essential. It is to be noted that in the contemporary landscape of business leadership, the interplay between self-esteem and leadership skills stands as a crucial nexus influencing the trajectory of women in managerial roles. The empowerment of businesswomen is intricately connected to their self-perceptions and leadership competencies, creating a dynamic relationship that shapes organizational dynamics.

### **Early 20<sup>th</sup> Century: Limited Opportunities**

During the early 1900s, women faced severe restrictions in the professional sphere, with limited access to education and formal employment opportunities. Societal expectations often confined women to traditional roles as homemakers and caregivers.

### **Mid-20<sup>th</sup> Century: Slow Progress**

The mid-20<sup>th</sup> century saw a gradual increase in women's participation in the workforce, driven in part by societal changes and economic shifts. However, women continued to encounter gender-based discrimination, limited career advancement, and unequal pay.

### **Late 20<sup>th</sup> Century: Feminist Movements and Legal Changes**

The feminist movements of 1960s and 1970s challenged traditional gender roles, sparking significant societal changes. Legal initiatives, such as the Civil Rights Act of 1964, aimed to address workplace discrimination, including gender-based biases.

### **1980s & 1990s: Rise of Women in Business**

The 1980s and 1990s have witnessed the considerable increase in the number of women in India entering the business and pursuing leadership roles. Women began breaking through the "glass ceiling", achieving success in various industries, although challenges persisted.

### **21<sup>st</sup> Century: Progress and Ongoing Challenges**

The 21<sup>st</sup> century has seen continued progress with more women ascending to leadership positions in diverse sectors, including technology, finance, and healthcare. Initiatives promoting diversity and inclusion have gained momentum, emphasizing the value of diverse leadership teams.

### **Persistent Gender Gaps**

Despite progress, gender gaps in leadership roles and pay disparities persist. Women still encounter challenges related to unconscious biases, lack of mentorship opportunities, and work-life balance issues.

### **Ongoing Advocacy & Empowerment**

Contemporary efforts focus on advocating for gender equality in leadership, dismantling stereotypes, and empowering women through mentorship, education, and support networks. Organizations and individuals increasingly recognize the business benefits of diverse leadership teams, fostering a more inclusive approach to talent management. Understanding the historical context provides insight into the progress made and various challenges that women face in achieving equal representation and recognition in business leadership. The evolving narrative reflects a dynamic interplay of societal shifts, legal changes, resistance, and determination of women towards breaking barriers in the professional world. The synergy of self-esteem and leadership creates a powerful combination that significantly influences an individual's effectiveness in guiding and inspiring others. When these two elements work in harmony, they contribute to authentic leadership, positive organizational culture, and increased overall success. The key aspects of synergy between self-esteem and leadership are indicated below:

**Confident Decision-Making:** High self-esteem provides the confidence needed for leaders to make decisions decisively and take calculated risks. Confident leaders inspire trust among the team members and stakeholders, fostering the sense of security and stability.

**Resilience in Adversity:** Leaders with a strong sense of self-esteem are often more resilient in the facing challenges and setbacks. Resilience enables leaders to maintain composure during difficult times, demonstrating to their teams that obstacles can be overcome with determination and perseverance.

**Empowering Team Members:** Leaders with positive self-esteem are used to empower the employees and encourage them towards effective performances. This empowerment leads to a more engaged and motivated workforce, contributing to increased productivity and innovation.

**Authentic Leadership:** The synergy between self-esteem and leadership fosters authentic leadership, where leaders are true to themselves and their values. Authentic leaders build genuine connections with their teams, creating a culture of trust, openness, and collaboration.

**Effective Communication:** Leaders with a healthy self-esteem communicate more effectively, expressing their thoughts and ideas with clarity and conviction. Clear communication ensures that organizational goals and expectations are understood, fostering alignment and coherence among team members.

**Inspiring & Motivating Others:** Leaders with high self-esteem naturally exude confidence, which leads to inspiring and motivating their teams to achieve the organizational goals. Moreover, their positive attitude and belief towards their team members' abilities contributes to a culture of enthusiasm and dedication.

**Innovation & Risk-Taking:** A synergistic blend of self-esteem and leadership encourages an environment where innovation is valued, and calculated risks are embraced. Leaders with a sense of self-worth are more likely to foster a culture that encourages experimentation and creative problem-solving.

**Adaptability & Continuous Learning:** The synergy of self-esteem and leadership promotes a growth mind-set, encouraging leaders to adapt to change and view challenges as opportunities for learning. This adaptability ensures that leaders remain relevant and responsive in dynamic and evolving business environments.

**Positive Organizational Culture:** The combined effects of self-esteem and effective leadership skills contribute to a positive organizational culture. A workplace that values self-worth and embraces strong leadership creates a conducive atmosphere for collaboration, employee satisfaction, and overall success.

**Personal and Professional Development:** Leaders who synergize self-esteem and leadership continuously invest in their personal and professional development. This commitment to growth enhances their leadership capabilities and contributes to the ongoing success of both the leader and the organization.

The cognitive perspective is a central focus of this exploration, and it intends to explain how women's self-esteem influences their decision-making, resilience, and ability to empower their teams. Furthermore, confidence in decision-making, resilience in adversity, and effective communication are key aspects of this synergy between self-esteem and leadership. Also, by delving into the cognitive processes, this research contributes not only to academic discourse but also offers practical implications for businesses aiming to cultivate a more inclusive and empowering environment for women leaders. Through a comprehensive analysis of the cognitive dimensions, this study seeks to pave the way for actionable strategies that enhance the interplay between self-esteem and leadership skills, fostering a landscape where businesswomen can thrive and contribute meaningfully to organizational success.

## Literature Review

Women entrepreneurship widely contributes to enhance the pragmatic insights and make investment through congregating energy and mobilizing capital assets from networks. Also, to generate employment and creating extra jobs (Polas et al., 2021). Moreover, developing countries have neglected to address gender obstacles towards participation in economic development (Sajjad et al., 2020). The reason being women are still subjected to inequality, which is proved in many research studies that they undergo barriers due to biased regulations that are deep-rooted in accordance with gender. The financial institutions are still to undergo reforms in setting their banking system by identifying women's potential by thinking positively and consider them in providing financial support that can enable women's business start-ups and scale-ups. Siwadi and Mhangami revealed that women entrepreneurs are significant performers and supporters for bringing in economic development through their contributions in entrepreneurship and business generation (Siwadi & Mhangami, 2011). The support system for women is not quite conducive for their growth and prospects in the economic domain. Moreover, despite these difficulties women-owned organizations have expanded in the recent years (Akinola et al., 2013). This is supported by a study conducted by Tambunan (2009) on women entrepreneurs in small and medium enterprises which reported that women SMEs are gaining overwhelming importance in Asian countries. However, women entrepreneurs in these countries are relatively low in terms of performance due to factors like education, unavailability of capital and constraints in religion and culture. A study conducted by Goswami explained that women since independence has undergone many changes in a country like India.

Also, it accounts for sub-cultural base of westernization in which the women have increasingly faced the pressure of fission due to economic, cultural, and social reorientation in terms of functions and obligations (Goswami, 2002). Furthermore, Kingdon aimed to relate the effect of education in accordance with labour force participation, wherein it highlighted the differentiation of wages between men and women. These differences also increase when women's education exceeds and determines an increase in their participation as workforces. Hence, the understanding is that education plays a crucial role in increasing their wages. However, in the urban India women faces higher discrimination in their wages (Kingdon, 2001).

## **Need & Relevance**

The self-esteem and its influence on leadership needs to be addressed towards understanding women leaders into business enterprises. The aspects like addressing gender disparities, maximizing leadership potential, creating inclusive work environments, supporting women's advancement, promoting personal and professional development, and advancing diversity and inclusion are quite indispensable to strengthen the need.

**Addressing Gender Disparities:** Understanding how self-esteem influences leadership abilities can help address gender disparities in business leadership roles. Eagly and Carli (2007) suggested that gender stereotypes and biases can hinder women's advancement into leadership positions. Also, by examining the role of self-esteem in leadership, organizations can identify and mitigate factors contributing to these disparities.

**Maximizing Leadership Potential:** Self-esteem is recognized as a fundamental aspect of leadership effectiveness. A study conducted by Judge and Bono (2001) highlights the importance of self-esteem in predicting leadership outcomes. Moreover, by understanding how self-esteem interacts with leadership skills, organizations can maximize the leadership potential of all employees, including women.

**Creating Inclusive Work Environments:** Cultivating a workplace culture, which values and nurtures self-esteem is quite essential for enhancing inclusivity and diversity. The research by Hargie et al. (2004) emphasizes the role of organizational culture in shaping individuals' self-esteem and confidence. Hence, by recognizing the importance of self-esteem in leadership, organizations can create environments where individuals, regardless of gender, feel empowered to lead.

**Supporting Women's Advancement:** Women in leadership roles often face unique challenges related to confidence and self-esteem. Also, research study conducted by Rosette and Tost (2010) suggests that women may experience a "confidence gap" compared to men in similar leadership positions. Thus, by exploring the relationship between self-esteem and leadership, organizations can implement targeted interventions and support mechanisms to empower women leaders and facilitate their career advancement.

**Promoting Personal & Professional Development:** Recognizing the synergy between self-esteem and leadership highlights the importance of investing in personal and professional development initiatives. Brown et al. (2005) emphasized on role of programs in leadership development in enhancing self-esteem and leadership skills. In furtherance, by equipping

individuals, particularly women, with the tools and resources to enhance their self-esteem and leadership skills, organizations can foster a pipeline of talented leaders and drive long-term success.

**Advancing Diversity & Inclusion:** A research study conducted by Thomas and Ely (2001) underscores the importance of diversity and inclusion in driving organizational performance. Moreover, by understanding the psychological factors such as self-esteem it will provide the understanding of its influence in leadership dynamics by which organizations can implement more inclusive practices that promulgate equal opportunities for all employees without gender discrimination.

## **Objective**

- To conceptually understand the interplay aspects between self-esteem and leadership skills among businesswomen

## **Methodology**

The entire study is based on secondary data, which are collected from journals, books, reports, dissertations, thesis, etc. The study is qualitative in nature and adopted descriptive research design to explain the interplay between self-reflection, self-esteem, and leadership skills among businesswomen. The observations of few individual women's experiences, perspectives, and perceptions and related discussions in this research shall provide the required insights into the phenomenon.

## **Observations**

### **Businesswomen Who Exemplify Strong Leadership Skills**

There are many businesswomen across the globe who exhibited strong leadership skills and set an exemplification to many women entrepreneurs. The observations are made on few prominent businesswomen indicated below:

#### **Indra Nooyi – Former CEO of PEPSICO**

Indra Nooyi during her tenure as the CEO of PepsiCo from 2016 to 2018 has transformed the company's product portfolio, emphasizing healthier options and sustainability. Nooyi's strategic leadership and focus on corporate responsibility garnered widespread recognition. She is known for her emphasis on employee engagement and diversity in the workplace.

#### **Mary Barra – Chair & CEO of GENERAL MOTORS**

Mary Barra made history by becoming the first female Chair & CEO of General Motors since 2016. She has successfully navigated GM through challenges, emphasizing innovation in electric and autonomous vehicles. Her leadership style prioritizes adaptability, resilience, and a customer-centric approach.

## **Ginni Rometty - Former President & CEO of IBM**

Ginni Rometty served as the President and CEO of IBM from 2012 to 2021 and played a key role in steering the company through a transformative period. Under her leadership, IBM focused on many emerging technologies like AI, Cloud Computing, Cyber Security, Block Chain and Quantum Computing. Rometty is recognized for her strategic vision and commitment to innovation throughout her career.

## **Abigail Johnson – Chairman & CEO of FIDELITY INVESTMENTS**

Abigail Johnson assumed the role of Chairman & CEO of Fidelity Investments, a renowned financial services company since 2016. She has been a driving force behind Fidelity's expansion to new markets and adoption of technology innovation. Her leadership is characterized by a commitment to client success and a forward-thinking approach to the financial industry.

## **Discussion**

The interplay between self-esteem and leadership skills serves as a catalyst for businesswomen to embark on a profound journey of self-reflection and heightened awareness. In navigating the dynamic interplay of these two factors, individuals are prompted to introspectively delve into the nuances of their own psyche, fostering a conscious understanding of their strengths and areas ripe for growth. Through intentional self-reflection, businesswomen gain the ability to acknowledge and celebrate their achievements, both professional and personal. This acknowledgement, in turn, acts as a powerful tonic for self-esteem, cultivating a positive self-image and bolstering confidence in their leadership capabilities. The study intends to emphasize on 'Self-Reflection and Awareness', which explains the understanding the interplay of self-esteem and leadership skills encourages businesswomen to engage in self-reflection, fostering awareness of their strengths and areas for growth. In furtherance, 'self-reflection' unveils the landscape of challenges and obstacles, offering a clear vantage point to identify areas that warrant attention and growth. This recognition becomes the impetus for a continuous learning mindset, propelling businesswomen to seek out opportunities for professional development and skill enhancement. The process of acknowledging challenges becomes not a roadblock, but a stepping stones towards honing leadership prowess. The text emphasizes how self-reflection fosters awareness of strengths and areas for growth, leading to heightened self-esteem. According to research conducted by Neff and Vonk (2009), self-reflection allows individuals to recognize their achievements and challenges, which can positively impact self-esteem. Moreover, by acknowledging both their successes and areas for improvement, businesswomen can cultivate a more positive self-image, as the text discusses how self-awareness contributes to emotional intelligence, which is essential for effective leadership. The study conducted by Goleman et al. suggested that leaders possessing high emotional intelligence are better equipped in understanding and managing their emotions and others' emotions in a professional environment. This notion aligns with the text's assertion that self-awareness enables businesswomen to empathize, connect, and foster meaningful relationships with their team members and stakeholders. The importance of tailored leadership programs and mentorship initiatives for women in leadership roles is well-supported in the literature (Goleman et al., 2002). Hence, by connecting with successful female leaders through mentorship programs, businesswomen can gain confidence and visibility within their

organization. In essence, the interplay of self-esteem and leadership skills propels businesswomen into a voyage of self-discovery. This journey of self-reflection becomes a transformative process, unlocking the potential for personal and professional growth, resilience in the face of challenges, and the honing of leadership abilities that extend beyond the superficial metrics of success. As businesswomen embrace the power of self-awareness, they not only become architects of their own leadership narratives but also champions in fostering a workplace culture that values authenticity, continuous improvement, and the holistic well-being of all its members.

## **Leadership Training & Supportive Aspects**

The organizations can design tailored leadership programs and mentorship initiatives that specifically address the unique challenges and opportunities faced by businesswomen. Also, to provide required guidance and adequate support, which in turn enhance their self-esteem and leadership skills. In recognizing the distinctive challenges and opportunities inherent in the professional journeys of businesswomen, organizations are poised to play a pivotal role in cultivating and enhancing leadership skills through tailored training programs and strategic mentorship initiatives. Tailored leadership programs represent a proactive response to the specific needs of women in leadership roles. These programs can encompass a spectrum of skills, from honing effective communication and negotiation strategies to navigating complex organizational dynamics. By tailoring the training content to address the nuanced challenges faced by businesswomen, organizations not only empower their female leaders with practical skills but also communicate a commitment to fostering an inclusive and supportive work environment. In furtherance, complementary to structured training programs, mentorship initiatives emerge as a cornerstone for the holistic development of businesswomen.

Establishing mentorship programs facilitates a transfer of wisdom, guidance, and experiential knowledge from seasoned leaders to emerging talents. This mentorship dynamics contributes not only to the refinement of leadership skills but also towards nurturing of self-esteem, wherein the mentors will function in the discussion platforms to address the queries, clarifying doubts, provide need-based advice and insights to mentees from their experiences. The mentor-mentee relationship goes beyond traditional training methods, offering a personalized and nuanced approach that acknowledges the individuality of each businesswoman's journey. Moreover, Ragins and Cotton (1999) have highlighted the benefits of mentorship for women's career advancement, including increased self-esteem and job satisfaction. Also, mentorship initiatives play a critical role in breaking down gender barriers within organizations.

Interestingly, mentorship initiatives contribute to the breaking down of gender barriers within organizational structures. As businesswomen connect with mentors who have successfully navigated similar paths, they not only receive valuable advice but also witness tangible evidence that their aspirations are attainable. This visibility of successful female leaders fosters a sense of belonging and inspires confidence in one's own potential. Additionally, mentorship initiatives can instil a sense of community among businesswomen, creating networks that extend beyond organizational boundaries and providing a supportive ecosystem for personal and professional growth. Leadership training programs and mentorship initiatives designed specifically for businesswomen exemplify a strategic investment in organizational success. These initiatives go beyond traditional one-size-fits-all approaches, recognizing the unique needs and potential of women in leadership roles. Hence, by providing targeted training and



fostering mentorship relationships, organizations not only empower their female leaders to thrive in their current roles but also open the gateway for a more diverse, inclusive, and robust leadership landscape in future.

## **Inclusive Organizational Culture**

Organizations can prioritize diversity and inclusion efforts, creating a conducive environment, wherein the women communities shall feel valued, respected, and supported in their leadership roles. Implementing flexible work policies can contribute to a more inclusive workplace, accommodating diverse needs and preferences. Fostering an inclusive organizational culture is paramount for maximizing the potential of businesswomen in leadership positions. Organizations that prioritize the initiatives like diversity and inclusion are not only aligning themselves with ethical imperatives but also strategically positioning for success. Moreover, by actively promoting diversity and inclusion, companies signal a commitment to creating an environment where the unique perspectives and talents of women are not only recognized but celebrated. A study conducted by Eagly and Carli (2007) argued that organizations should provide targeted leadership development opportunities specifically designed for women through mentorship programs, training on workplace diversity, and networking of events. This in turn contribute towards a sense of belongingness and empowerment, fostering a workplace culture that thrives on diverse voices and experiences. The flexible work policies stand as a pivotal pillar in cultivating inclusivity within organizations. Recognizing the diverse needs and preferences of employees, especially women in leadership roles who may juggle professional responsibilities with caregiving and other personal commitments, flexible work arrangements demonstrate an understanding of the multifaceted lives of individuals.

The workplace policies like online jobs and flexible working hours for women employees shall facilitate their responsibilities to maintain the work-life balance. Also, these polices on workplace embraces work flexibility by not only attracts top talents of women but also retains and motivates its existing women workforce within an organization accounting for its stability and sustainability. Furthermore, inclusive organizational cultures go beyond mere policy implementation; they embody a mind-set that values diversity as strength rather than a challenge. Inclusive cultures foster a collaborative and open atmosphere where individuals are encouraged to share their ideas, challenge the status quo, and contribute to decision-making processes. This inclusivity extends to leadership styles, allowing women to bring their authentic selves to the workplace and utilize their unique strengths without conforming to traditional norms. Inclusive organizational cultures are not only a moral imperative but also a strategic advantage for businesses. Also, by prioritizing diversity and inclusion efforts and implementing flexible work policies, organizations create environments that empower businesswomen to thrive in their leadership roles. This not only benefits the individuals directly involved but also positively impacts the entire organizational ecosystem, leading to increased innovation, productivity, and resilience in the face of an ever-evolving business landscape.

## **Enhancing Self-Esteem Can Positively Impact Leadership Effectiveness**

Enhancing self-esteem among leaders can significantly contribute to their effectiveness in various aspects of leadership. A strong sense of self-worth and confidence serves as a foundation upon which leaders can build their capabilities, foster positive relationships, and

navigate challenges with resilience and clarity. The heightened self-esteem enables leaders to assert themselves confidently in their roles. Leaders possessing a positive self-image are more likely to communicate assertively, express their ideas and vision with conviction, and make decisions decisively. This self-assuredness instils trust and boost confidence among team members thereby fostering the sense of stability and direction within an organization. Moreover, the leaders with enhanced self-esteem are better equipped to handle setbacks and failures. Instead of being paralyzed by self-doubt or fear of failure, they approach challenges with a growth mindset, viewing obstacles as opportunities for learning and growth. This resilience allows them to bounce back from setbacks more quickly, maintain a sense of optimism, and lead their teams through adversity with strength and composure. Additionally, self-esteem positively influences interpersonal relationships and communication skills. Leaders who feel secure in themselves are more open to feedback, collaboration, and diverse perspectives. In furtherance, they cultivate an environment of psychological complacency amongst the team members.

Effective communication and relationship-building are essential components of leadership effectiveness, which enables the leaders to achieve their organizational goals. Furthermore, enhanced self-esteem enables leaders to lead authentically. Leaders who have a strong sense of self-worth are less likely to succumb to external pressures or conform to societal expectations. Instead, they lead with authenticity, staying true to their values, beliefs, and principles and authentic leadership facilitates the trust and transparency among team members. Therefore, enhancing self-esteem among leaders positively impacts their effectiveness by empowering them to lead with confidence, resilience, authenticity, and empathy. Investing in strategies to bolster leaders' self-esteem not only benefits individual leaders but also cultivates the culture of empowerment, building trust, and foster collaboration within the organization. As leaders flourish personally, so too does their capacity to inspire and lead others towards shared success.

### **Strategies for Developing & Maintaining High Self-Esteem**

The developing and maintaining of high self-esteem in a professional context requires a multifaceted and intentional approach that combines self-awareness, skill-building, and a positive mindset. One effective strategy involves setting and achieving realistic goals. Establishing clear, achievable objectives provides a sense of accomplishment, reinforcing a positive self-image. Celebrating these milestones, no matter how small, cultivates a cycle of success that bolsters self-esteem over time. Effective communication is another crucial strategy. Actively engaging in open and assertive communication allows individuals to express their ideas, needs, and boundaries effectively. This not only fosters a healthy work environment but also reinforces one's professional identity and value. Seeking constructive feedback and using it as a tool for growth is integral. Viewing feedback as an opportunity for improvement, rather than criticism, contributes to ongoing personal development and a positive self-perception.

Networking and building supportive professional relationships are key components of maintaining high self-esteem. Surrounding oneself with positive influences, mentors, and colleagues who provide encouragement and constructive advice contributes to a sense of belonging and professional validation. In furtherance, the organizational leaders and team members engaging in professional development activities such as workshops, conferences, or

training programs will further enhance their competence and expertise. Also, it will positively impact their self-esteem. This signifies that taking care of one's physical and mental well-being is equally important. Regular exercise, sufficient sleep, and stress management contribute to a healthy mindset. Prioritizing self-care activities not only fosters resilience but also communicates self-worth. Practicing mindfulness and self-reflection aids in recognizing and challenging negative thought patterns, fostering a more positive and balanced view of oneself in the professional context.

Cultivating a growth mindset is a transformative strategy. Embracing challenges, learning from failures, and seeing setbacks as opportunities for development contribute to a mindset focused on continuous improvement. This adaptive perspective not only strengthens resilience but also nurtures a sense of mastery and confidence in professional endeavours. Strategies for developing and maintaining high self-esteem in a professional context involve a holistic and proactive approach. By setting and achieving goals, fostering effective communication, building a supportive professional network, prioritizing well-being, and embracing a growth mind-set, individuals can cultivate a positive self-image and navigate the challenges of the professional landscape with confidence and resilience.

### **Training Programs Targeting the Enhancement of Leadership Skills and Self-Esteem**

Training programs targeting the enhancement of leadership skills and self-esteem represent a transformative investment in individual and organizational growth. These programs are designed to equip participants, particularly women in leadership roles, with the tools and strategies necessary to navigate the complexities of modern leadership with confidence and authenticity. Leadership skills are honed through tailored modules covering effective communication, strategic decision-making, team collaboration, and conflict resolution. Simultaneously, a focus on self-esteem incorporates modules that promote self-awareness, resilience, and the cultivation of a positive self-image. The success stories of businesswomen, such as Indra Nooyi, Mary Barra, Ginni Rometty, and Abigail Johnson, exemplify strong leadership skills and serve as inspiration for many women. The discussion emphasizes self-reflection and awareness as crucial aspects of understanding the interplay between self-esteem and leadership skills. Recognizing challenges becomes a catalyst for continuous learning and personal development. Leadership training, mentorship initiatives, and an inclusive organizational culture are essential for enhancing leadership skills and fostering a supportive environment. The positive impact of enhancing self-esteem on leadership effectiveness is evident in confident decision-making, resilience in adversity, improved interpersonal relationships, and authentic leadership. Strategies for developing and maintaining high self-esteem in a professional context include goal setting, effective communication, networking, well-being prioritization, and cultivating a growth mind-set. In summary, the intricate relationship between self-esteem and leadership skills is integral to the empowerment of businesswomen. Thus, by understanding and harnessing this interplay, organizations can contribute to the success of women in leadership roles, fostering diversity, inclusion, and a thriving professional landscape.

### **Suggestions**

The implications derived from the conceptual research on the interplay between self-esteem and leadership skills among businesswomen are far-reaching and encompass both individual

career trajectories and broader organizational dynamics. These implications suggest the avenues for conducting full-fledged empirical research to deepen our understanding and contribute to the ongoing discourse on gender equality and empowerment in the business world. Moreover, research focusing on investigating the interplay between self-esteem and leadership skills and its influences in organizational culture and performance of businesswomen are quite indispensable. This will not only provide the insights on ripple effects of organizational dynamics and employee satisfaction but also facilitate the overall productivity of women-owned businesses.

## Conclusion

The interplay of self-esteem and leadership skills among businesswomen is a dynamic and powerful force, which significantly contributes to their empowerment in leadership positions. Moreover, contemporary practices, including advocacy, mentorship, and diversity initiatives, aim to address gender gaps and promote a more inclusive approach to leadership. The synergy between self-esteem and leadership skills creates a foundation for confident decision-making, resilience in adversity, and the empowerment of team members. Furthermore, the positive effects on fostering innovation, adaptability, and a positive organizational culture are required for development of women-owned business organizations. The overall observation is that authentic leadership, effective communication, and ability to inspire and motivate others are acting as the synergetic blend for upbringing businesswomen to attain women empowerment.

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