Abstract:

Inside directors are executives who hold the dual roles of officers of the firm and corporate board members. Six women inside directors from Fortune 1,000 corporations were interviewed for this exploratory study. Through systematic coding of the interviews, two independent dimensions of influence and inclusion emerged as the critical factors that enhance or restrict the performance and contributions of women at the top of corporations. Three sub-themes characterized women inside directors' influence: their role in the board's decision making, the bases of influence, and influence strategies used. Three sub-themes characterized the inclusion dynamics...
experienced by women inside directors: support and acceptance, exclusion, and the nature of the advice they received. Conclusions are drawn regarding the convergence of the influence and inclusion dynamics for women to function most effectively at the top of corporations. [PUBLICATION ABSTRACT]

Reproduced with permission of the copyright owner.
Further reproduction or distribution is prohibited without permission.

================================ End of Document
================================