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Women have better leadership traits

They ranked better on 12 leadership qualities compared to men, study says

BY AZMAT HAROON

DOHA: Women outshine men as more effective leaders, according to a recent study.

In assessments over the last three years, Zenger Folkman, the global authority in strengths-based leadership development, found that women on average ranked better on 12 leadership traits compared to men.

The research published in *Harvard Business Review* addresses the longstanding argument of placement and qualifications of women in the workforce.

Some 64 percent of the research is based on data from the US, while 34 percent is global, which includes assessments from Qatar.

"The common assumption is that women rank better on the nurturing scale but we've found that it is not necessarily the

case," Dr Joe Folkman (pictured), the co-founder and President of Zenger Folkman, told *The Peninsula* yesterday.

The top scale in which women were ranked was in taking initiatives. They also tend to be more honest, direct and more likely to follow rules, while men may at times walk on the edges.

"Another characteristic about women is that they ask for feedback. With men, they think they know where they are in an organisation. Women are more sceptical," Dr Folkman argued.

He added that women were more like 'sponges' when it came to receiving feedback, while men tend to be a little 'jerkily'.

"This is particularly true in case of professional men and women above 35.

"After that, we see the women increasing in effectiveness and



man going down the hill," said Dr Folkman, credited with creating a 360-degree assessment.

He noted that having a culturally diverse workforce was, in fact, a great opportunity for

organisations to make better decisions.

"If all you had a very insular culture in an organisation, only people from Qatar, you will have a very narrow perspective because it is based on a narrow world experience."

That, however, can only change if you care and ask people about their opinions. "One of the things I've noticed people are concerned about here is that a lot of times decisions are not made based on facts or data. They're based on position, power and influence," Dr Folkman said.

This frustrates people sometimes, he said, adding that organisations cannot afford to make bad decisions – based on power as opposed to facts, because it costs them customers and profitability.

Dr Folkman will deliver a lecture on how to turn good

managers into great leaders today at the Career Fair from 10am to noon.

Based on the findings that the ability to lead is far more than just a natural gift, Dr Folkman will demonstrate how leadership is a concrete and learnable skill. Among other techniques, audiences will learn 10 statistically proven competencies that set extraordinary leaders apart from average managers.

The second lecture 'Are women better leaders than men? The Benefits of Providing Development Opportunities for all Employees' will take place tomorrow and is a women-only event.

Presented by Quick-Wins, in cooperation with Salam International, the lectures aim to develop leadership skills of Qataris in the workforce and beyond. **THE PENINSULA**

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Large turnout of job aspirants at Mol stand

TRIBUNE NEWS NETWORK
DOHA

THE pavilion of the Ministry of Interior (Mol) at the 6th Qatar Career Fair 2013 received a significant number of Qatar job-seekers on the first and second day of the fair for both military and civil jobs.

The pavilion received 336 applications till Tuesday afternoon. And 100 out of these applicants were women looking for civil jobs while 70 males have applied for police jobs. At least 90 applicants are graduates while 80 candidates applied for higher studies on ministry scholarship.

The participation of ministry in the career fair is in the framework of the Qatarization policy pursued by the State, and the ministry has achieved great success in this process during last years.

Assistant Director of the Ministry's Human Resources Department Maj. Mohammad Hamad al Gayatheen said that the ministry had achieved grand successes in the field of employment during the past years and it has provided placement for 1,200 Qataris in last year's career fair including scholarship for higher studies in security related field required for the Ministry. "The career fair will help in the development of Human Resources in accordance with Qatar Vision 2030," he said.

Also, the ministry is in the frontline of public sector employers that employ people with special needs. As a token of appreciation for this, the Voluntary Committee for Employing People with Special Needs honoured the Mol at function held on Tuesday at conference hall of the Qatar Career Fair. Minister of Education and Higher



Minister of Education and Higher Education HE Saad bin Ibrahim al Mahmoud presents the shield of the Voluntary Committee for Employing People with Special Needs to the assistant director of the HR Dept at the Ministry of Interior Maj. Mohammad Hamad al Gayatheen.



Education HE Saad bin Ibrahim al Mahmoud presented the shield of the Voluntary Committee for the Ministry. The assistant director of the HR Dept at the ministry Maj. Mohammad Hamad al Gayatheen received the shield on behalf of the Ministry.

Gayatheen said that the ministry is giving particular attention to this category of employ-

ees and they constitute more than 2 percent of its work force which is minimum required as per the special needs law that reserves 2 percent jobs in public sector for people with special needs. President of Voluntary Committee Khalid al Shaabi commended the ministry for the consideration it gives to the people with special needs.

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Leadership trainer to deliver lectures

The Qatar Career Fair will host two leadership building lectures by leadership trainer Dr Joe Folkman (pictured), today and tomorrow. The lectures are aimed at developing the leadership skills of Qataris in the workforce and beyond. Both Lectures will be held from 10am to 12pm at the activities theatre at the QCF 2013 exhibition hall.

The first Lecture, "The Extraordinary Leader...How to turn Good Managers into Great Leaders", will be held today. Dr Folkman will demonstrate how leadership is a concrete and learnable skill that can be acquired by studying and applying specific proficiencies and techniques. Amongst other techniques, audiences will learn 16 statistically proven competencies that set extraordinary leaders apart from average managers.

The second lecture, "Are



women better leaders than men? The Benefits of Providing Development Opportunities for all Employees", will take place tomorrow and is a women-only event. The lecture will be based on a research published in Harvard Business Review that proves women are better overall leaders and aims to answer the longstanding argument of the placement and qualifications of women in the workforce.