

**Maria Dunavölgyi**

**Women in Top Management**

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**Abstract**

**Purpose:**

To identify some of the main reasons for the low participation of women in top management. Components of the glass ceiling are identified by research based on management studies as well as through interviews.

**Design:**

Summary of management studies on the advantages of gender diversity in top management. Qualitative, interpretative research, interviews with decision makers.

**Findings:**

Gender diversity in top management teams results in better decisions due to different contribution and different group dynamics. Decision makers are mostly men who biased towards men for several reasons. Reasons ranged from organizational behaviour to subconscious reactions.

**Research limitations/implications:**

Advantages of gender diversified top management teams should be understood and internalized. Trainings, coaching, sponsoring help woman to overcome some of their disadvantages.

**Practical implications:**

Participation of women in top management should increase due to the measures taken to internalize advantages of diversified top management teams.

**What is original/ what is the value of the paper?**

Multidisciplinary approach of gender issues related to different functions of top management. Interviews with top decision making men.

**Keywords:** women, top management, decision making, interviews, management studies