

# Women's Transformational Leadership

## AUTHOR

**Education**  
Life-long learner |  
DBA Student at  
TBS Education -  
France| Executive  
MBA - RMIT  
Vietnam

**Current Roles**  
Business owner |  
Co-founder|  
Doctoral Student  
|Mentor |Lecturer  
|Leadership Roles



## AFFILIATIONS



Scan me

**TBS EDUCATION**  
1 Place Alphonse  
Jourdain  
CS6681031068  
Toulouse Cedex 7,  
France  
+33 (0)561294949  
www.tbs-education.com

## INTRODUCTION

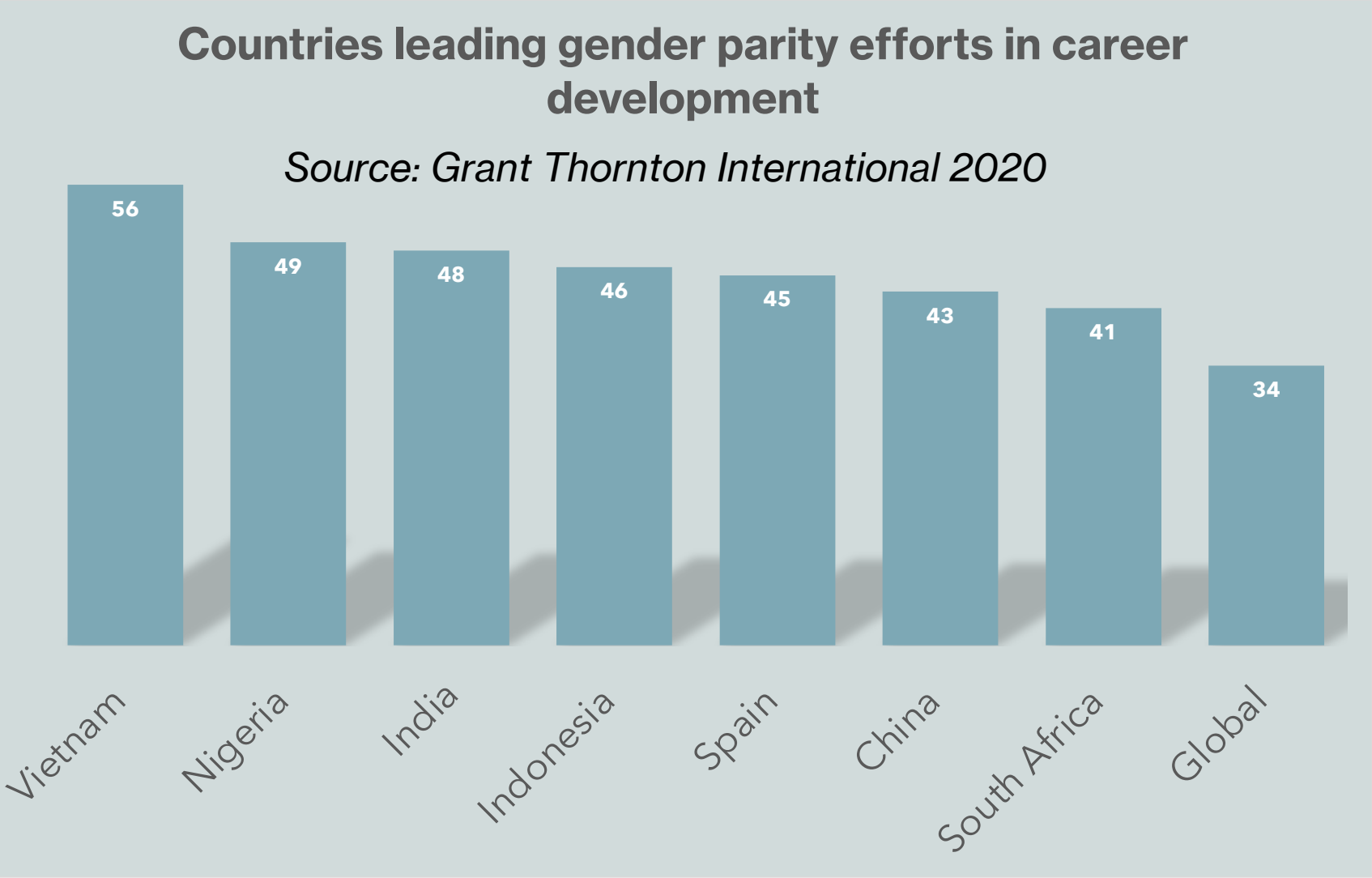
- **Leadership's Role:** Crucial for organizational success.
- **Women Leaders:** Excel in transformational leadership, using empathy and inclusivity to boost performance.
- **Research Gap:** Unclear impact of women's leadership on employee performance in Vietnam.
- **Challenges:** Gender stereotypes hinder women's advancement to executive roles.
- **Implications:** Provides insights to improve gender-inclusive leadership and organizational performance.

## THEORIES

- **Transformational Leadership** (Burns, J. (1978); Bass (1985), Avolio & Bass (1999)], Burns (2003).
- **Leader-Member Exchange theory** (Dienesch & Liden, 1986; Graen & Uhl-Bien, 1995; Keskes et al., 2018; Wang et al., 2005; Yuan et al., 2023)
- **Gender and Leadership** (Bass & Avolio, 1994a; Eagly & Johnson, 1990; Angelakis et al., 2024; Rosch et al., 2024).

## OBJECTIVES

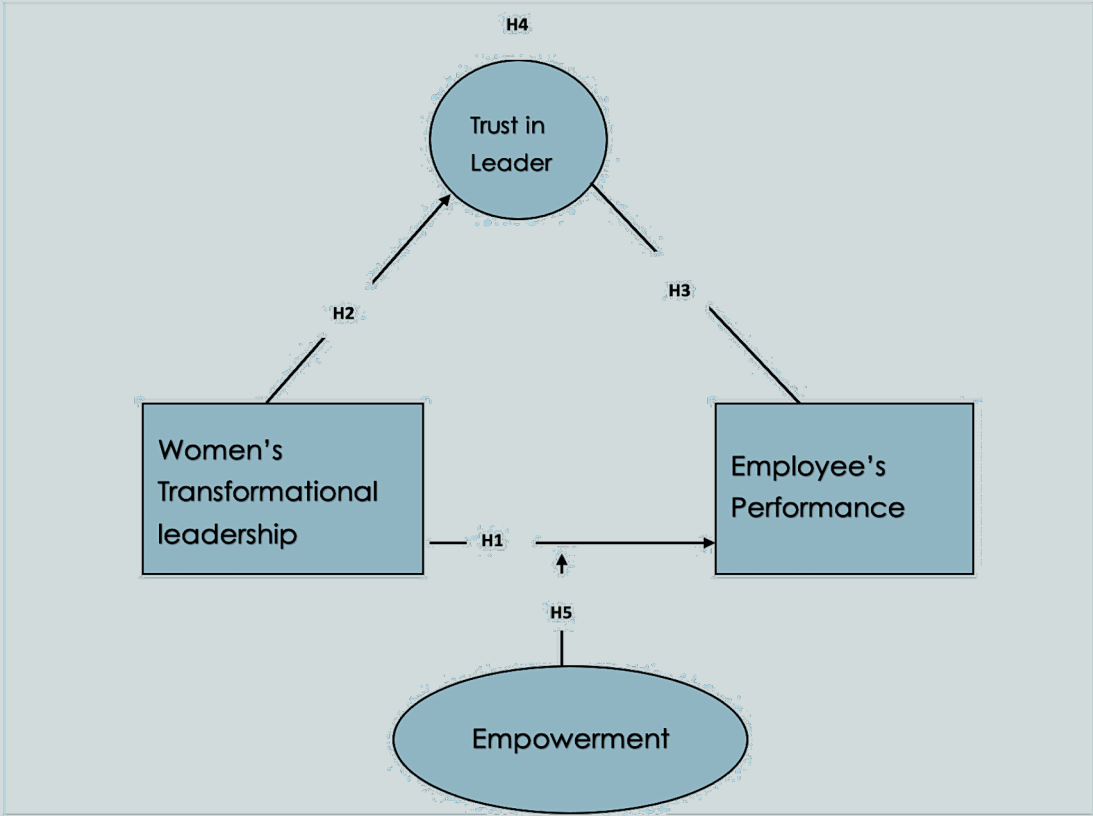
- **Analyse** the impact of **women's transformational leadership** on employee performance.
- **Examine trust** as a mediator and employee **empowerment** as a moderator.
- **Provide** insights for leadership practices, focusing on gender-specific styles and improving organizational effectiveness through **inclusive leadership**.



## CONTRIBUTION

- Contribution to Theory:**
- **Expands** on transformational leadership and gender in organizational behaviour.
  - **Highlights** women's leadership traits (empathy, inclusivity) and their positive effects.
  - **Provides** new insights from a non-Western perspective.
- Contribution to Practice:**
- Guides **gender-inclusive** leadership in organizations.
  - Informs policies in Vietnam to **boost women's leadership roles**.

## FRAMEWORK



## METHODOLOGY

- Method:**
- Quantitative research with an online survey via Qualtrics.
  - Cross-sectional design
  - Validated scales, including MLQ, are used for transformational leadership.
- Sample:**
- Stratified random sampling for sector representation.
- Data Analysis:**
- SEM to test relationships.
  - Mediation with bootstrapping.
  - Moderation with interaction terms.