Breaking the Glass Cliff: An Interactive, Solution Focused Discussion

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Introduction

- Glass cliff definition
    - A phenomenon that occurs when women are put in leadership positions that are likely to fail, and are risky and precarious (Morgenroth et al., 2020; Ryan & Haslam, 2005).
    - Women & soft skills
        - Empathy, relationship styles, and collaborative styles (Helgesen, 1990)
    - Men & hard skills
        - Toughness, competitiveness, and decisiveness (Helgesen, 1990)

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Glass Cliff

- Glass cliff phenomenon
  - Failing vs. successful companies
  - Agency – hard traits
  - Communality – soft traits
- Where's the scientific evidence?

(Acar & 2018; Ryan & Haslam, 2005; Haslam & Ryan, 2008)

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Discussion

What are some key insights you hope to take from today's session?

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Discussion

What is the first step in preventing the glass cliff?

Discussion

Where and when do we think this phenomenon begins? For example, does it begin in childhood, young adulthood, school, the workplace, or somewhere else?

Discussion

How can assessments help select and develop the right person for taking charge of a failing company? How does ethnicity, religion, and sexual orientation intersect with gender on the glass cliff?

Discussion

Going beyond assessments, how can we prevent the glass cliff and educate others on this phenomenon?

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REFERENCES

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