

## A New Perspective on Wisdom Leadership : Towards WISE Model of Leadership

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### Abstract

In this paper the focus is on literature review and development of WISE model that was empirically tested in Indian organizations. Results of empirical testing will be presented in a subsequent paper. In order to take advantage of the growing opportunities in the field of leadership and the challenges faced by the women managers both at work and home, the study was based on how do their WISE elements play vital role. Based on this, background, this study identified the research problem. From an extensive literature review, the critical areas for this study are described below. The purpose of the proposed study is to describe the type of leadership inherited by the women managers, across three sectors namely Government, N.G.O and Corporate Sectors and to what extent theory WISE helps to attain the work life balance among the working women managers. This is an unexplored area for research and analysis will be relevant to aspiring women managers, policy makers and academicians.

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### I. Introduction

AS WOMEN COMPRISE half of the global talent, it is fair that they are at the forefront of economic and social scene. It also ensures that the best minds of both sexes are brought together to address the various challenges that the society faces. In conservative environments, achieving gender diversity in corporations, at all levels, is a long and demanding journey. It demands involvement of the whole company and strong commitment from top management. Beyond gender diversity, therefore, what matters ultimately is leadership. As India is at the forefront of economic growth and is poised to become an economic power of global significance, Indian women leadership has a more emphatic presence than ever, and it is only going to get better.

#### 1.1 *Research Gap and Significance of this study*

- i. One can find a lot of research work already done on Leadership approaches, theories etc. in general but not much research has been

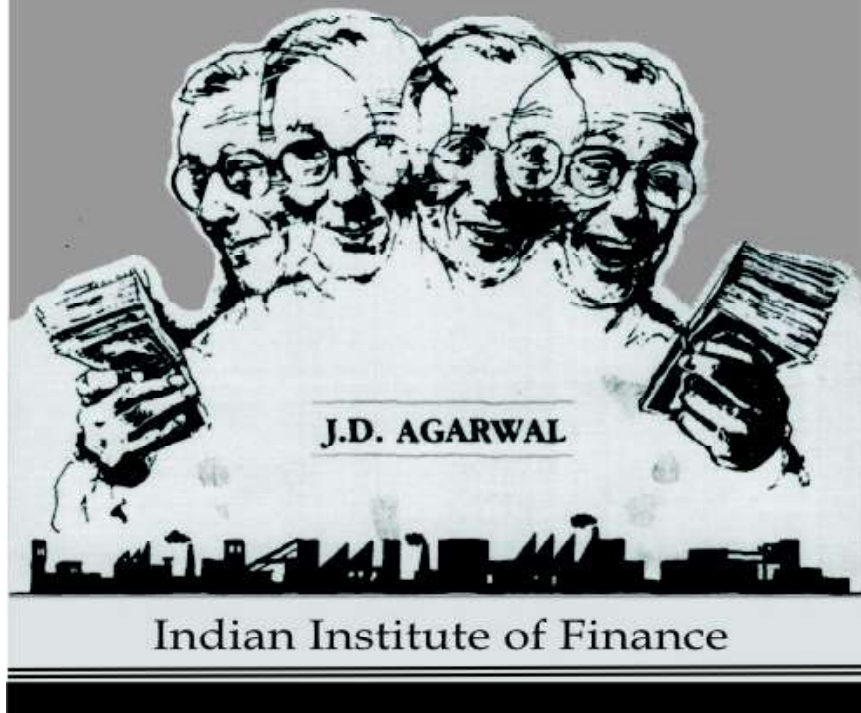
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