**LEADERCHIP CHALLENGES**

Q1: Are the specific leadership challenges for women in the defence sector?

Q2: If yes, name it and possible ways to deal with them.

Q3: If no, what are the reasons for the very few female leaders?

G1:

* Challenges related to the perceived specificity of military environment;
* Finding the right balance between career advancement and family life;
* More work needed to overcome stereotypes.

G2:

* Under-representation at the decision table;
* Building trust within teams is more difficult (team cohesion - more demanding)
* Harsher criticism if the women fail
* Fewer opportunities for women to become leaders
* Lack of confidence in leadership skills
* Lack of support.
* Going recognition and respect is more difficult for women.
* Tough strong personality.

G3:

* Fewer changes for women to become leaders due to stereotypes of the selection process;
* Specific challenges of military operations;
* The need for social programs in order to help women cope with family issues;
* More flexibility.

G4:

* Raising awareness in order to overcome stereotypes and cultural aspects;
* Education and training
* Fairness
* Equal chances
* Building trust in leadership skills
* Specific training for each level of leadership;
* Specific training tailored for women in leadership positions.