



Women's MBA Association Lecture Initiates Debate on Female Advantage

Hartford, CT (3/8/2008) - Speaking to a packed room at UConn's Graduate Business Learning Center in downtown Hartford, including MBA and JD students as well as UConn alumni, **Dr. Gary Powell** (*pictured right*), Professor of Management, shared some of his latest research on gender and the workplace.

Sponsored in part by UConn's Women MBA Association and the Alumni & Friends Society, Powell's presentation provocatively titled "Sex Differences in Leader Evaluations: Is There Now A Female Advantage?," focused on evaluations of female and male leaders who exhibit either "transformational" or "transactional" leadership styles.

According to Dr. Powell's research, to be published in *Women in Management Review*, transformational leadership tends to be associated with a female leadership style. It is characterized by "individual consideration, intellectual stimulation, inspirational motivation, and a great degree of charisma." Meanwhile, transactional leadership – associated with males – is based on a "contingent reward and management by exception – both active and passive."

During his study, Dr. Powell collaborated with two colleagues to determine how male and female transformational and transactional leaders would be perceived among MBA students, both men and women. His research revealed women who exhibit a transformational leadership style are perceived as better leaders than men who exhibit the same style.

Dr. Powell's lecture was followed by a lively question and answer session and networking hour. After the event, attendees were invited to stay for a session of Dr. Powell's class, *Management 339: Managing a Diverse Workforce*, and had the opportunity to participate in a classroom simulation of issues related to gender and leadership.

"I was impressed and encouraged by the level and amount of audience participation after the lecture," said Dr. Powell. "It demonstrates the heightened interest in this topic among both men and women, and reinforces its ongoing relevance in a business context."

The next UConn Women's MBA Association event, "How to Differentiate Yourself in the Workplace: A Panel Discussion", will take place Wednesday, March 19, 2008 at the Graduate Business Learning Center from 5:30 – 7:30 pm. To RSVP, please visit the [online registration form](#).