

# **Creative Thinking Ability: A Core Leadership Competence for Women Leaders**

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# Contents 内容

- Main factors that affect the leadership competence of Chinese women leaders
- Creativity and creative thinking ability
- Approaches to the increase of the creative thinking ability of women leaders



# Facts and figures in China

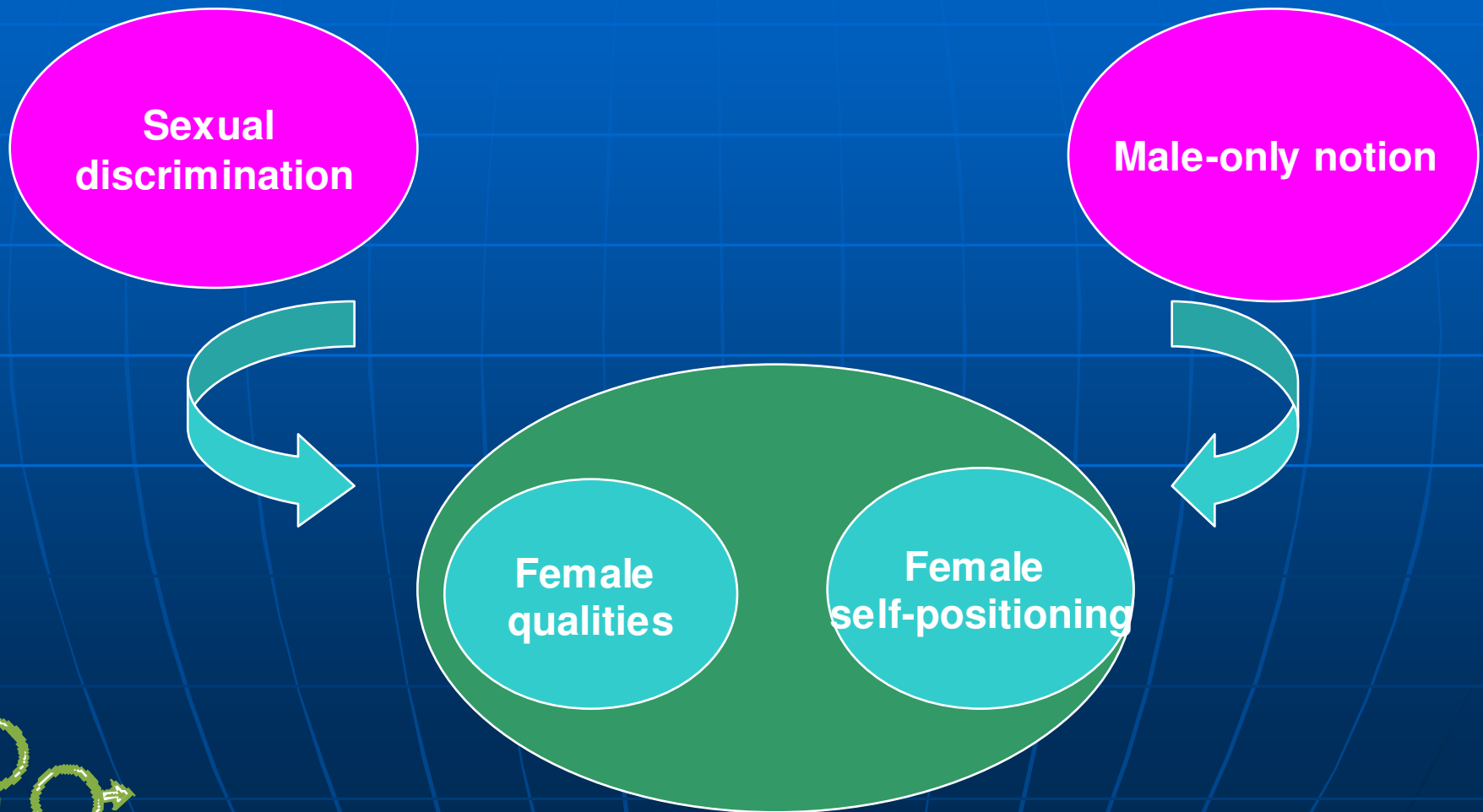
## 关于中国女性领导的数据

- ↪ 7 women at the national level
- ↪ 14 as ministers and vice ministers of the State Council
- ↪ 8 women in China's state leaders
- ↪ more than 230 are female at the ministerial level
- ↪ 670 women mayors and deputy mayors in more than 600 cities of China



# Factors affect the leadership competence of Chinese women leaders

## 影响中国女性领导力的因素



# Sexual discrimination & Man-only notion factor

## 性别歧视 & 唯男子论

Male superiority  
&  
female inferiority

Women are  
subordinate  
to men

Deprive women of initiative and ambition

A failure to bring out the best in women

Doubt: whether women should be allowed into the political circle  
since they are not good at making decisions



# Female qualities factor 女性特点

**Special attributes of the “weaker” sex**

**Traditional gender roles**



## Female self-positioning factor 女性自我定位

Leadership competence and management competence have much in common, but when it comes to addressing big problems of complexity and contradictions, and those without easy answers, the former weighs more than the latter.





“Leadership is a catalyst for change. Creativity is a process that leads to change.”

----- Dr. Gerald J. Puccio





# Creativity

## 创新力

Creativity is the mental capacity to produce new ideas and discover and make new things. It includes creative ability and innovative ability.



# Creativity vs. Leadership ability

创新力 vs. 领导力

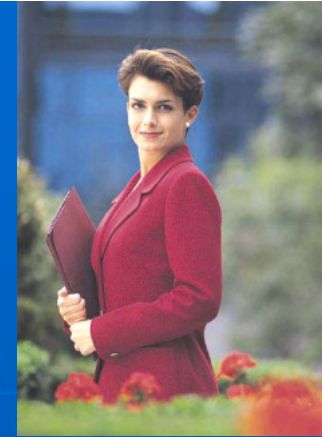
Creativity is the important component and the core of leadership.



# Robert J. Sternberg's WICS Model

## WICS 模型





Leaders are those who can always keep pace with the latest trends in innovation, those who can turn a stone into gold.

----- Peter F. Drucker



It is feasible to improve Chinese women's creativity by furnishing them with creative thinking ability .



# Creative thinking ability is a core leadership competence for women leaders

创新思维能力是女性领导的核心领导能力

**Creative thinking  
ability**

source of organization's vigor and vitality

major content of exploiting his strengths in intelligence and tapping the full potential of brain



**Creative thinking ability is a core leadership  
competence for women leaders**  
**创新思维能力是女性领导的核心领导能力**

**eliminate negative  
influences**

**Creative thinking  
ability**

**improve decision-making  
and leadership competence**



# How to improve creative thinking ability? 如何提高创新思维能力?

A

independent thinking

B

divergent thinking

C

systems thinking





# Independent thinking 独立思维

If a female leader wishes to be creative, she must be able to think independently.



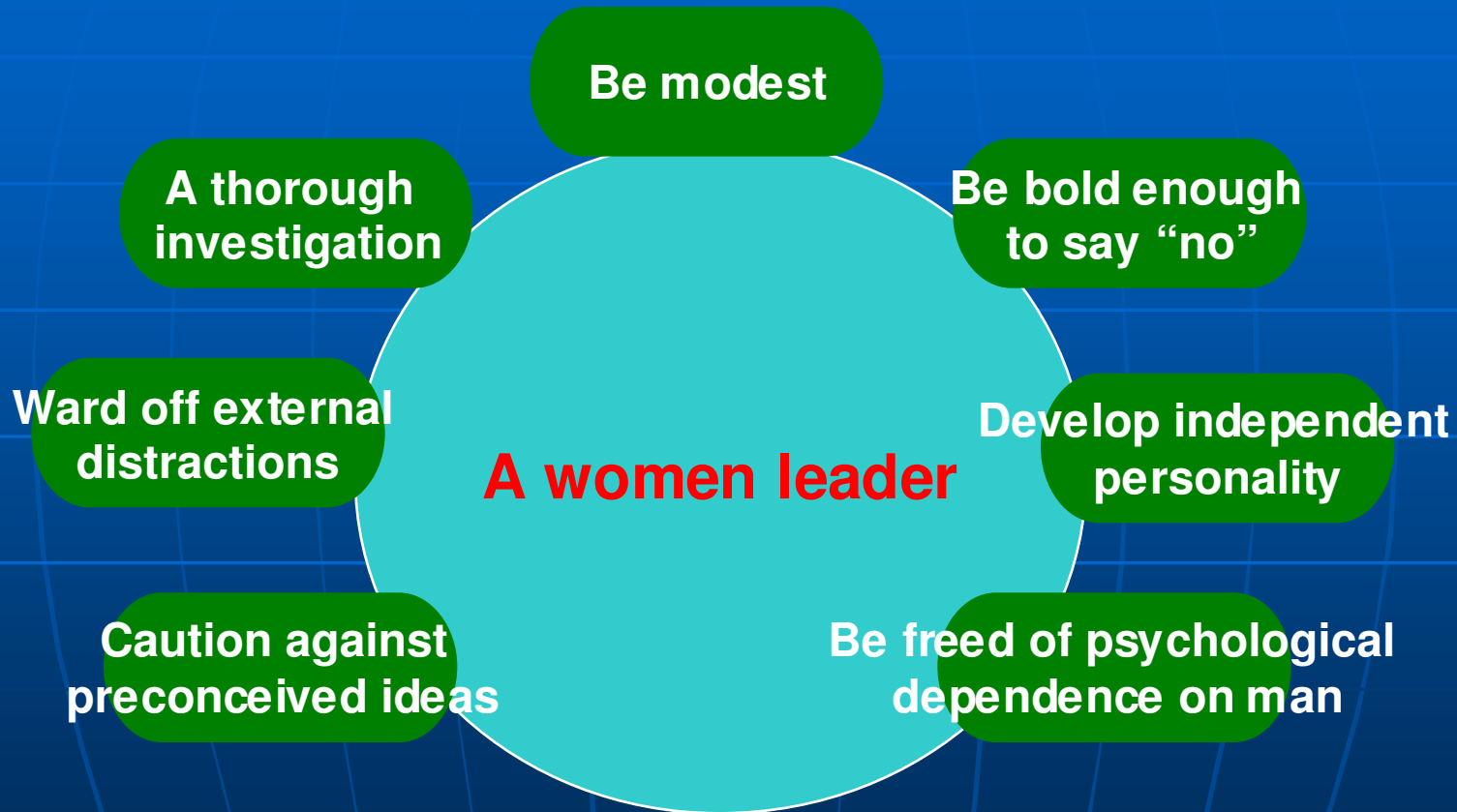
# Independent thinking 独立思维

Example: Mrs. Thatcher in 1982



# Independent thinking

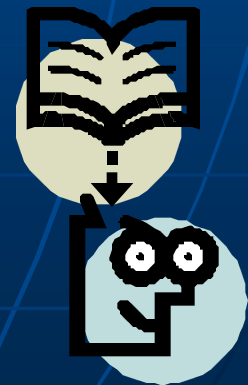
## 独立思维



# Divergent thinking

## 发散思维

Divergent thinking, a kind of reverse creative thinking, abandons the stereotyped thinking patterns and habits, and what has been achieved by other people's thinking.



# Divergent thinking

## 发散思维

confident to voice own opinion    view things from new perspective



courageous

resolute

dare to think about, speak out, do thinks



leader



# Systems thinking 系统思维

System thinking is a way of thinking which grasps the intrinsic connection between the constituents of a thing, and looks at it, dynamically rather than statically, in a holistic manner .

----- Peter M. Senge



# Women vs. Men

## 女性与男性对比

### Women

- more concerned with details
- they are analytic
- thinking in terms of images
- have delicate feelings and think more carefully

### Men

- apt to be holistic
- they are synthetic
- better at and lay stress on logical thinking



# Results (in managerial positions) 对比结果（管理岗位）

## Strengths

- patient and flexible
- easily communicate with subordinates
- trustworthy

## Weaknesses

- not far-sighted





# Conclusion

## 结论

**While seeking an improved social environment suitable for women's political participation, women should attach importance to their own qualities, especially their creative thinking ability.**



# Conclusion

## 结论

**Chinese women should learn to think creatively and independently, so that they can find their right position in a modern, open society.**



# Contact information

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**Thank you!**

