# Leadership style in IIEE-Aurora Chapter; A case study with Gender Perspective

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*Abstract- This case study examines the leadership style within the IIEE-Aurora Chapter, with a specific focus on gender perspective. The study explores the various leadership styles exhibited by leaders within the chapter and analyzes their impact on gender dynamics. Through interviews and observations, the study identifies the dominant leadership styles and investigates any gender-related differences or biases in leadership opportunities and perceptions. The study aims to understand the various leadership styles exhibited by leaders within the chapter and their implications for gender dynamics. By conducting interviews and making observations, the research investigates any gender-related differences or biases in leadership opportunities and perceptions. The study explores the challenges faced by female leaders and examines the strategies implemented to promote inclusivity and equal opportunities within the chapter. Through an in-depth analysis, the study provides valuable insights into the leadership landscape of the IIEE-Aurora Chapter, offering recommendations for fostering a more inclusive and equitable leadership culture. The findings contribute to the existing literature on leadership and gender, providing practical implications for organizations seeking to enhance gender equality in their leadership practices.*

*Indexed Terms- Gender-Related Differences, Leadership Styles, Gender Perspective, Gender Dynamics*

## I. INTRODUCTION

Leadership styles within organizations are instrumental in shaping the culture, productivity, and ultimate success. Evaluating leadership styles through a gender perspective provides a unique lens to understand the dynamics and effectiveness of leadership in various contexts. According to Ebrahimi et al. (2017) the gender of leaders in educational organizations is important. According to Montgomery and Cowens (2020) ,there is a possibility that a leader's gender may also be important in understanding how audiences respond to the success or failure of the organization. Evidence from several studies also suggests that male and female leaders possess different leadership styles and characteristics (Braun et al., 2012; Denise, 2020; Rovira-Asenjo et al., 2017; Zbihlejova et al., 2018) . All organizations need effective leaders of both genders, including higher education institutions.

Male and female leaders (in addition to their leadership styles) in higher education are extremely critical to its organizational culture. Each gender leadership style influences followers differently. Various leadership tasks can be run by different people who influence what and how groups do things, as well as how group members relate to one another (Wikaningrum & Udin, 2018) . Leaders should develop a relationship with their employees, and employees should trust their leaders to operate effectively. According to Filho et al. (2020) , universities need leaders to create strategic action plans that align with the vision of the future and connect critical areas. This includes involving stakeholders through coaching processes, inspiring people, and making communities stronger by managing and supporting any challenges and demands the institution may face.

In this case study, we will be exploring the leadership style adopted within the Institute of Integrated Electrical Engineers, Inc (IIEE) Aurora Chapter, specifically focusing on the influence of gender on leadership practices. The IIEE-Aurora Chapter, as a professional organization for electrical engineers,

plays a significant role in advancing the profession and promoting its members' interests. Understanding the leadership style within this chapter can shed light on the strategies, decision-making processes, communication channels, and overall effectiveness in achieving the chapter's objectives. By examining the leadership style within the IIEE-Aurora Chapter through a gender perspective, we aim to gain insights into how leadership practices differ or manifest differently between genders. This analysis opens avenues for understanding how gender dynamics and expectations shape leadership decisions and outcomes within the organization. This case study will involve conducting interviews, surveys, and observations to obtain data on leadership styles, with a specific focus on assessing gender-related aspects. By examining the leadership practices and experiences of both male and female leaders within the IIEE-Aurora Chapter, we aim to identify any gender-related patterns or discrepancies in leadership approaches, roles, responsibilities, and opportunities. The findings of this case study will contribute to enhancing our understanding of gender dynamics and their impact on leadership within professional organizations like the IIEE-Aurora Chapter. The insights gained will be valuable in recognizing and addressing any potential biases, gaps, or areas for improvement in the organization's leadership structure, thereby fostering equal opportunities, inclusivity, and effective leadership practices. Overall, this case study will provide a comprehensive analysis of the leadership style in the IIEE-Aurora Chapter, with an emphasis on exploring the influence of gender dynamics. By examining the practices and experiences of male and female leaders, we aim to enhance our understanding of how gender shapes leadership within this professional organization.

## 1.1 OBJECTIVES

These objectives aim to provide a comprehensive understanding of leadership styles, particularly with a gender perspective in terms:

1. To identify and describe the predominant leadership styles exhibited within the IIEE-Aurora Chapter.
2. To examine the influence of gender on leadership styles and practices within the IIEE-Aurora Chapter.
3. To assess the perceived effectiveness of different leadership styles in achieving the goals and objectives of the IIEE-Aurora Chapter, considering both quantitative and qualitative measures.
4. To explore the experiences, challenges, and opportunities faced by male and female leaders in the IIEE-Aurora Chapter, with a specific focus on gender disparities and barriers.
5. To provide recommendations and strategies for promoting gender equality and fostering inclusive leadership practices within the IIEE-Aurora Chapter, taking into account the findings and insights gained from the study.

## 1.2 SIGNIFICANCE OF THE STUDY

The study on "Leadership style in IIEE-Aurora Chapter: A case study with Gender Perspective" holds significant importance for several reasons:

*Advancing Knowledge:* The study contributes to the existing body of knowledge on leadership styles and practices, particularly within engineering or professional associations. By examining the case of the IIEE-Aurora Chapter, it adds to the understanding of leadership dynamics in a specific organizational context, offering insights into the intersection of leadership and gender.

*Gender Perspective:* The inclusion of a gender perspective in the study provides a valuable lens through which to analyze leadership styles. It sheds light on any gender disparities, challenges, or opportunities faced by male and female leaders within the IIEE-Aurora Chapter. This perspective helps uncover potential biases or inequalities in leadership positions and offers recommendations for promoting gender equality.

*Practical Implications:* The findings and recommendations of the study have practical implications for the IIEE-Aurora Chapter and similar organizations. It provides actionable insights for promoting inclusive leadership practices, enhancing the effectiveness of leadership styles, and fostering an environment that embraces gender equality and diversity.

*Organizational Development:* Understanding the various leadership styles present within the IIEE-Aurora Chapter and their impact on organizational outcomes can contribute to its overall development. It

can help identify areas of improvement, align leadership practices with organizational goals, and create a more inclusive and supportive environment for all members.

*Professional Advancement*: The study's insights can also be beneficial for individual leaders within the IIEE-Aurora Chapter. By understanding the different leadership styles and their effectiveness, leaders can reflect on their own approach, identify areas for growth, and refine their leadership practices, leading to personal and professional development.

1.3 DEFINITION OF TERMS

To ensure clarity and common understanding, the following key terms in the study on "Leadership style in IIEE-Aurora Chapter: A case study with Gender Perspective" are defined:

*1. Leadership Styles:* The various approaches, behaviors, attitudes, and ways of influencing others exhibited by leaders in carrying out their roles and responsibilities. This study explores different leadership styles present within the IIEE-Aurora Chapter.

*2. Gender Perspective:* The analysis and consideration of the social, cultural, and relational aspects of gender in understanding and addressing issues related to leadership. It encompasses examining how gender roles, stereotypes, and expectations influence leadership behaviors, opportunities, and experiences within the IIEE-Aurora Chapter.

*3. IIEE-Aurora Chapter:* Refers to the local chapter or branch of the Institute of Integrated Electrical Engineers of the Philippines, Inc. (IIEE) in the province of Aurora. This study specifically focuses on leadership styles within this chapter.

*4. Gender Disparities:* Differences or inequalities that exist between males and females in terms of opportunities, treatment, access, or representation within leadership positions within the IIEE-Aurora Chapter. This study aims to identify and explore any gender disparities in leadership.

*5. Inclusive Leadership* Practices: Leadership behaviors and actions that promote diversity, equity, and inclusion within the IIEE-Aurora Chapter. It involves embracing and valuing different perspectives, leveraging the strengths of a diverse membership, and ensuring equal opportunities for all individuals regardless of gender.

*6. Organizational Development*: The intentional efforts and strategies employed to improve the overall functioning, growth, and effectiveness of an organization, such as the IIEE-Aurora Chapter. It encompasses activities related to leadership, management, culture, policies, and structures aimed at achieving organizational goals and enhancing member satisfaction.

## II. LITERATURE REVIEW

Gender leadership styles vary, and it impacts the follower's perception of male and female leaders. Yukl (2002), as cited in Zbihlejova et al., (2018) , posited that there are gender differences in how males and females lead. Both male and female leaders bring different styles to leadership positions that will aid institutions of higher learning in maintaining organizational success. However, literature about transformational leadership has illustrated that women are more transformational than men, considering that the characteristics of a transformational leadership style are related to feminine gender characteristics (Vinkenburg et al., 2011, as cited by Netshitangani, 2018 ). Transformational leadership is known for creating a culture that promotes inspiration and motivation to others with a growth mindset. Other researchers have examined how higher education leaders can adopt appropriate leadership styles, which can affect the organizational culture (Nazim & Mahmood, 2018) .

*Gender Characteristics*

Gender characteristics play a major factor in the academic workplace. Evidence suggests that there are varying expectations regarding leadership characteristics for men and women. According to Saint-Michel (2018) , men are expected to display agentic characteristics, such as assertiveness, striving for achievement, and competitiveness. Typical female leaders possess communal characteristics such as caring, understanding, sensitivity, and compassion (Braun et al., 2012) . Some theorists have argued that women in leadership positions tend to adapt their behavior to the norms and culture of the organization, whereas men like to wield power over others (Brower et al., 2019) .

*Gender Stereotypes*

Gender stereotypes, both descriptively and prescriptively, may play an important role in how men and women, and male and female leaders are evaluated (Denise, 2020) . According to Rovira-Asenjo et al. (2017) , women and men are perceived differently in the context of leadership. Prior studies have shown in comparison to women, men are to some extent more physically arrogant and aggressive in their behavior; whereas, women more openly express their feelings and emotions (Chesler, 2001; Simmons, 2002, as cited by Ebrahimi et al., 2017 ). In particular, female stereotypes are strongly related to traits such as being likable, sensitive, and supportive of others (Montgomery & Cowen, 2020) ; whereas male stereotypes are associated with being independent and goal-oriented (Zbihlejova et al. 2018)

According to Khan et al. (2020) , many of the leadership studies have largely focused on administrative and managerial positions inside corporate and industrial settings. The examination of the significance of leadership within universities cannot be overlooked. While researchers have used various methods to explore leadership styles in higher education, additional research is needed to provide a deeper understanding of the intersections of gender leadership styles and how college students perceive male and female leaders.

## III. CASE STUDY CONTEXT

### 1 KEY ISSUES/GOALS/ PROBLEMS

The key issues, goals, and problems addressed in the study on "Leadership style in IIEE-Aurora Chapter: A case study with Gender Perspective" may include:

*1. Gender Disparities in Leadership:*
The study aims to examine the representation and opportunities for men and women in leadership positions within the IIEE-Aurora Chapter. It seeks to identify any gender disparities or inequalities that may exist and explore their implications for the organization.

*2. Inclusive Leadership Practices:* The study addresses the need for inclusive leadership practices within the IIEE-Aurora Chapter. It seeks to identify leadership approaches that foster diversity, equity, and inclusion, and explore their impact on organizational outcomes.

*3. Effectiveness of Leadership Styles*: The study assesses the effectiveness of different leadership styles employed within the IIEE-Aurora Chapter. It aims to determine how various leadership styles contribute to achieving the goals and objectives of the organization and identifies any potential areas for improvement.

*4. Opportunities and Challenges for Male and Female Leaders*: The study aims to understand the experiences, challenges, and opportunities faced by male and female leaders within the IIEE-Aurora Chapter. It explores the unique dynamics and factors that influence leadership experiences based on gender.

*5. Promoting Gender Equality*: The study seeks to provide recommendations and strategies for promoting gender equality within the IIEE-Aurora Chapter. It addresses the need for a more equitable representation of men and women in leadership roles and examines policies and practices that can support this objective.

*6. Organizational Engagement and Member Satisfaction*: The study examines how leadership styles and gender dynamics impact member engagement and overall satisfaction within the IIEE-Aurora Chapter. It explores the relationship between leadership practices, gender equality, and the organization's ability to meet the needs and expectations of its members.

### 2 METHODOLOGY

#### RESEARCH DESIGN
The study will employ a qualitative research design, allowing for in-depth exploration and understanding of leadership styles and gender dynamics within the IIEE-Aurora Chapter. A case study approach will be used to focus on a specific organization, providing detailed insights into its context, processes, and dynamics.

#### DATA COLLECTION
Semi-structured interviews will be conducted with a diverse range of participants, including current and past leaders within the IIEE-Aurora Chapter. These

interviews will be tailored to elicit rich narratives, perceptions, and experiences related to leadership styles and gender dynamics. Focus group discussions may be conducted to facilitate group interactions and generate collective insights on leadership and gender within the organization. Surveys or questionnaires may be distributed to a larger sample of members within the IIEE-Aurora Chapter to gather quantitative data on perceptions, attitudes, and satisfaction related to leadership styles and gender dynamics.

SAMPLING:

Purposeful sampling will be employed to select participants who represent different leadership positions and tenures within the IIEE-Aurora Chapter. The sample will also aim for a balanced representation of gender identities to capture diverse perspectives and experiences.

DATA ANALYSIS

Thematic analysis will be conducted on the qualitative data collected from interviews and focus group discussions. This process involves identifying recurring themes, patterns, and relationships within the data to generate comprehensive insights on leadership styles and gender dynamics.

ETHICAL CONSIDERATIONS

Ethical guidelines will be followed to protect the rights and privacy of participants. Informed consent will be obtained prior to data collection, and participants' personal information will be anonymous and confidential. Any potential risks or discomfort arising from participation will be minimized, and participants will be informed of their right to withdraw from the study at any time. The study will adhere to ethical guidelines related to data storage, usage, and dissemination.

*Reflection and Interpretation:*

Throughout the study, researchers will engage in reflexivity to critically examine their own assumptions, biases, and preconceptions that may influence data collection and analysis. Data interpretation will draw on relevant theoretical frameworks and existing literature on leadership and gender to provide a broader context for understanding the findings.

## 3. RESULTS, ANALYSIS AND DISCUSSION

*Theme 1: Definition of Effective Leadership*
Effective leadership within the IIEE-Aurora Chapter is described by respondents as being proactive, having on-point ideas, executing smoothly, encouraging member participation and suggestions, guiding the organization towards development, fostering a respectful team environment, and garnering support and participation from members. However, there were also opinions suggesting that the current leadership may not be effective, with minimal participation and room for improvement. It is important to consider multiple perspectives and feedback to assess the overall effectiveness of leadership within the chapter.

*Theme 2: Leadership Roles and Gender Representation*
The main leadership roles within the IIEE-Aurora Chapter include the chapter president, vice presidents, auditors, and treasurers. When it comes to gender disparities in these roles, the responses varied. Some respondents stated that there are no gender disparities and that both genders are treated equally within the chapter. Others mentioned that while there are no disparities in treatment, there is a higher representation of males in leadership positions. It is important to note that these responses reflect individual perspectives and may not represent the overall situation within the chapter. A more comprehensive analysis would require a thorough examination of the gender representation and opportunities for leadership within the IIEE-Aurora Chapter.

*Theme 3: Measuring the Success and Effectiveness of Leadership*
To measure the success or effectiveness of leadership within the IIEE-Aurora Chapter, various indicators were mentioned by respondents. These include the number of participants or member involvement in activities, the planning and implementation of activities, attendance and participation rates, ratings or assessments, achievements and absence of conflicts, active members' participation, and the number of active members within the organization. These indicators reflect the level of engagement, organization, and overall satisfaction of members, providing insights into the effectiveness of leadership. It is important to consider multiple perspectives and

feedback to obtain a comprehensive assessment of leadership effectiveness.

*Theme 4: Absence of Gender Stereotypes*
According to the responses of the respondents, the majority of respondents did not observe any gender-related stereotypes or biases that may influence leadership opportunities or perceptions within the IIEE-Aurora Chapter. They stated that there were no gender stereotypes or biases affecting leadership within the organization. However, a few respondents mentioned the "unuman" or drinking session as a potential factor that may have some influence on leadership opportunities, particularly for male members. It is important to note that these observations are based on individual perspectives and may not represent the entire chapter. A more comprehensive analysis would require a thorough examination of gender dynamics and any potential biases within the leadership structure of the IIEE-Aurora Chapter.

*Theme 5: Feedback and Performance Evaluation for Leaders*
According to the responses provided, the feedback and performance evaluation process for leaders within the IIEE-Aurora Chapter varied. Some respondents mentioned that leaders encourage feedback and discussions, while others stated that the evaluation process is unclear or not explicitly mentioned. There were no specific mentions of gender-related differences or considerations in the feedback and performance evaluation process. It is important to note that these responses reflect individual perspectives and may not represent the entire chapter. A more comprehensive analysis would require a deeper understanding of the specific feedback and evaluation mechanisms in place within the IIEE-Aurora Chapter.

*Theme 6: Equal Treatment and Respect*
According to the responses provided, it appears that the promotion of inclusivity and equal opportunities for leadership regardless of gender or other demographic factors within the IIEE-Aurora Chapter is not explicitly emphasized or actively promoted. While some respondents mentioned that the chapter officers are composed of leaders of different genders and that there are no limitations based on gender, there were also mentions of a higher male representation

and a lack of efforts to promote inclusivity within the organization. It is important to note that these responses reflect individual perspectives and may not represent the entire chapter. To foster inclusivity and equal opportunities, it may be beneficial for the chapter to actively promote and encourage diverse participation in leadership roles, ensure transparent and fair election processes, and provide support and mentorship to individuals from underrepresented groups.

*Theme 7: Gender Imbalance*
According to the responses provided, there is a general perception that female leaders within the IIEE-Aurora Chapter do not face specific challenges or obstacles. However, a few respondents mentioned that the larger number of male members compared to female members within the organization could potentially pose a challenge for female leaders. This disparity in numbers may affect the level of representation and influence within the leadership structure. It is important to note that these responses reflect individual perspectives and may not represent the experiences of all female leaders within the chapter. A more comprehensive analysis would require a deeper understanding of the specific challenges and experiences faced by female leaders within the IIEE-Aurora Chapter.

## 4. OUTCOMES

*Theme 1. Definition of Effective Leadership:* The analysis revealed that effective leadership within the IIEE-Aurora Chapter is characterized by qualities such as proactivity, on-point ideas, member participation, development for the benefit of members and society, unity, and goal achievement. This outcome provides a clear understanding of the expectations and criteria for effective leadership within the chapter.

*Theme 2. Leadership Roles and Gender Representation:* The main leadership roles within the IIEE-Aurora Chapter include positions such as the chapter president, vice presidents, secretaries, and treasurers. However, there were mentions of potential gender disparities, with male members dominating these leadership positions. This outcome highlights the need to address gender imbalances and promote equal representation and opportunities for leadership roles within the chapter.

*Theme 3. Measuring the Success and Effectiveness of Leadership:* The outcomes indicate that the success and effectiveness of leadership within the IIEE-Aurora Chapter are measured through indicators such as member participation and involvement, attendance and engagement, achievement of goals and objectives, member satisfaction and feedback, absence of internal conflicts, and the number of active members. These outcomes reflect the importance of engaging members, achieving organizational goals, and creating a positive and harmonious environment within the chapter.

*Theme 4. Absence of Gender Stereotypes:* The outcomes indicate that there were no explicit mentions of gender-related stereotypes within the IIEE-Aurora Chapter. Respondents emphasized equal treatment and respect for all members, regardless of gender. This outcome highlights the chapter's commitment to providing equal opportunities and fostering an inclusive environment that values the contributions of all members.

*Theme 5. Feedback and Performance Evaluation for Leaders:* The outcomes suggest that feedback and performance evaluation for leaders within the chapter are collected through various methods such as surveys, Google Forms, and group chat discussions. However, the specific evaluation process was not explicitly mentioned. This outcome calls for the development of clear and well-defined evaluation criteria that consider the diverse experiences and contributions of leaders, ensuring fairness and transparency in the evaluation process.

*Theme 6. Equal Treatment and Respect:* Respondents emphasized that all members, regardless of gender, are treated equally and with respect within the IIEE-Aurora Chapter. This outcome reflects the chapter's commitment to providing equal opportunities and fostering an inclusive environment where all members feel valued and respected.

*Theme 7. Gender Imbalance:* There were mentions of a potential gender imbalance within the chapter, with male members dominating the leadership positions. This outcome highlights the need to address gender disparities and promote equal representation and opportunities for leadership roles within the chapter.

Overall, these outcomes provide valuable insights into various aspects of leadership within the IIEE-Aurora Chapter, including the definition of effective leadership, gender representation in leadership roles, measuring success and effectiveness, absence of gender stereotypes, feedback and performance evaluation processes, and equal treatment and respect for all members. These outcomes can guide future actions and initiatives to enhance leadership practices, promote gender equality, and create an inclusive and supportive environment within the chapter.

5 RECOMMENDATIONS

Based on the outcomes of the analysis, the following recommendations can be made to enhance leadership practices and promote inclusivity within the IIEE-Aurora Chapter:

*1. Promote Gender Diversity*: The researcher recommended taking proactive steps to promote gender diversity in leadership roles by actively encouraging and supporting the participation of female members. Implement initiatives such as mentorship programs, leadership development workshops, and targeted outreach to ensure equal opportunities for all members.

*2. Transparent and Fair Evaluation Process:* Establish clear and well-defined evaluation criteria for leadership positions that consider the diverse experiences and contributions of leaders. Ensure that the evaluation process is transparent, fair, and free from biases or stereotypes.

*3. Encourage Member Participation*: Foster a culture of inclusivity by actively encouraging member participation and input in decision-making processes. Provide platforms for members to voice their ideas, suggestions, and concerns, and ensure that their contributions are valued and considered.

*4. Mentorship and Support:* Implement mentorship programs to provide guidance and support for aspiring leaders, particularly female members. Pair experienced leaders with emerging leaders to provide mentorship, share knowledge, and help navigate the challenges of leadership roles.

*5. Continuous Leadership Development*: Offer ongoing leadership development opportunities for all members to enhance their skills and capabilities. Provide training workshops, seminars, and resources that focus on leadership skills, communication, conflict resolution, and inclusive decision-making.

*6. Raise Awareness and Challenge Stereotypes*: Promote awareness and education around gender biases and stereotypes. Conduct workshops or discussions to challenge and address any unconscious biases that may exist within the chapter, fostering a more inclusive and equitable environment.

*7. Regular Feedback and Evaluation*: Establish a structured feedback and evaluation system for leaders to receive constructive feedback from members. Regularly assess leadership performance and use the feedback to identify areas for improvement and recognize effective leadership practices.

*8. Collaborative Decision-Making:* Emphasize collaborative decision-making processes that involve diverse perspectives and ensure that decisions are made collectively. Encourage leaders to seek input from members, fostering a sense of ownership and inclusivity within the chapter.

*9. Celebrate Diversity and Success:* Recognize and celebrate the achievements of leaders from diverse backgrounds and genders. Highlight success stories and role models to inspire and encourage aspiring leaders, promoting a culture of inclusivity and equal opportunities.

*10. Regular Assessments and Progress Monitoring:* Conduct regular assessments and progress monitoring to evaluate the effectiveness of the implemented initiatives and identify areas for further improvement. Use the findings to continuously enhance leadership practices and promote inclusivity within the IIEE-Aurora Chapter.

By implementing these recommendations, the IIEE-Aurora Chapter can create a more inclusive and supportive environment that promotes equal opportunities for all members and enhances the effectiveness of its leadership practices.

## CONCLUSION

In conclusion, the analysis of the responses regarding leadership within the IIEE-Aurora Chapter has provided valuable insights into various aspects of leadership dynamics, challenges, and opportunities. The findings highlight the importance of promoting inclusivity, addressing gender disparities, and enhancing leadership practices within the chapter. The definition of effective leadership within the IIEE-Aurora Chapter includes qualities such as proactivity, on-point ideas, member participation, development for the benefit of members and society, unity, and goal achievement. These qualities serve as a guide for leaders to strive towards effective leadership practices.

The analysis also revealed potential gender-related disparities in leadership representation, with male members often dominating leadership roles. This calls for efforts to promote gender diversity, equal opportunities, and inclusivity within the chapter to ensure that all members, regardless of gender, have equal access to leadership positions. The chapter can measure the success and effectiveness of leadership through indicators such as member participation and involvement, attendance and engagement, achievement of goals and objectives, member satisfaction and feedback, absence of internal conflicts, and the number of active members. These indicators provide a framework for assessing leadership performance and the impact of leadership practices within the chapter.

Furthermore, the analysis highlighted the absence of gender-related stereotypes and biases within the chapter, emphasizing equal treatment and respect for all members. This demonstrates a positive commitment to creating an inclusive and supportive environment where individuals are evaluated based on their skills, qualifications, and contributions rather than gender. To enhance leadership practices and promote inclusivity, the chapter can implement recommendations such as promoting gender diversity, establishing transparent and fair evaluation processes, encouraging member participation, providing mentorship and support, and fostering continuous leadership development.

By implementing these recommendations and continuously evaluating and improving leadership

practices, the IIEE-Aurora Chapter can create a more inclusive and equitable environment that empowers all members and promotes effective and impactful leadership. Through these efforts, the chapter can work towards achieving its goals, benefiting its members, and making a positive impact on the community it serves.

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