



QUESTIONS FOR DISCUSSION:

1. What leadership roles do women fill in your organization? Are there women in all departments and at all levels of the organization? Is there a perception in your organization that women are less visionary and less able to recognize new opportunities and trends than men?
2. Do you agree with the authors' research suggesting three explanations for women's low visioning scores?
 - Some women don't buy into the value of being visionary.
 - Some women lack the confidence to go out on a limb with an untested vision.
 - Some women who develop a vision in collaboration with their teams don't get credit for having created one.
3. Are the talents that make women successful in their mid-level careers actually obstacles to taking on higher levels of leadership? Must successful leaders be practical futurists who test new ideas against capabilities?
 - Do women set strategy differently than men with more of a collaborative approach?
 - Are women less risky in their unwillingness to stray from the facts?
 - Do women view vision with some skepticism?
 - Is there a difference in managing for continuous improvement to the status quo than being a force for change and innovation?
4. How can you present an inspiring story to your organization?
5. What new skills must women develop to overcome the perception that they are less visionary than men?

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