

ABSTRACT

One of the most critical and effective elements for national growth and development is the provision of higher education. The study aims and to attain profound understanding of factors catering women success and to explore leadership development traits in Higher Education. Target population for the study includes women in leading roles at Jamshoro Education City (JEC). Specifically serving on positions as Vice Chancellor, Pro Vice Chancellor, Director, Chairperson, Dean or Co-Director. This includes sample of 32 women in JEC serving at leading positions in the three universities namely Mehran University of Engineering and Technology, Sindh University and Liaquat University of Medical and Health Sciences.

The study adopts qualitative and quantitative research methodology. The research was conducted by collecting primary data through fully structured questionnaires and interviews. The congregated information was analyzed in SPSS. One of the tool for Innovation Management, Force Field Analysis is used to analyze the refraining and driving forces for women leaders in their success which would help to communicate the purpose behind their success.

The research conducted lead to some important recommendations which can mold women into powerful decision makers which includes building networks, creating public leaders, boosting decision-making power, training and development, senior leadership positions, increasing women employment opportunities. Policy makers can construct policies to support women and promote gender equality at workplace through these recommend