

ABSTRACT

Title: Casting for Leadership Talent: The Voices of Six Successful Women

strong parental influence and a moral compass; understand that their voices matter for their own career progression, the value of raising their hand, and women need to ask; dare to explore their discomfort zone, by challenging themselves and the process; implement a holistic approach including heart, mind and spirit; believe in self, others and a higher calling; and believe in their ability to make a difference and leave a legacy of meaning by giving back.

Recommendations for future research and practice include a review and response to both the institutional and individual factors that inhibit and facilitate women's progress in the banking industry. Removing some of the barriers and reforming the exclusionary practices from an institutional and cultural perspective, will assist women in the future. In addition, women must recognize their own role in succession planning by implementing the themes that have emerged in this research and through other behaviors and actions such as emotional intelligence, self-efficacy and seeking mentors.

