

# Gender and the Future of Leadership: Uncovering Myths, Rethinking Norms, and Shaping Career Choices for Women and Men

What do we really know about gender and leadership — and which assumptions continue to shape organizational decisions, talent pipelines, and career development?

**Date:** Monday, April 20th, 2026

**Time:** 16:00 – 19:30

**Location:** University of  
Amsterdam, Room M1.01

**Fee:** 25€ (Includes drinks/bites; limited free  
spots available upon fee waiver request)

## Who should attend:

HR professionals, managers,  
team leads, organizational  
consultants, and researchers  
interested in leadership,  
diversity, and inclusion

## Bringing together cutting-edge research and organizational practice to explore:

- Myths about women and men as leaders
- How gender norms influence career choices
- Organizational inclusion paradoxes
- Evidence-based strategies for change



## Programme

**16:00 – 16:30**

Registration & Coffee

**16:30 – 16:35**

Welcome & Introduction to ARLead

Tanja Hentschel & Armin Pircher Verdorfer



## Research Talks & Q&A (16:35 – 17:30)

### **The Evidence Gap: The Business Case for Diversity and the Narrative of Women as Better Leaders**

**Jost Sieweke, Vrije Universiteit Amsterdam**

Does diversity at the top improve organizational performance — and are women leaders especially effective in times of crisis? This talk revisits these high-profile questions using research designs that go beyond simple correlations. By examining executive teams, boards, and leadership during COVID-19, we uncover findings that challenge common narratives and offer a more nuanced understanding of leadership effectiveness.

### **The Invisible Expectations Shaping Men's and Women's Careers**

**Tanja Hentschel, University of Amsterdam**

Why does gender inequality in careers persist, even as awareness grows? This talk explores internalized expectations about how women and men believe they ought to be at work, at home, and in general. Drawing on large-scale qualitative research, we reveal how subtle norms shape career choices, evaluations, and advancement — and what organizations can do to counteract them.

### **Where Inclusion Gets Stuck – Four Shifts to Move Workplace Inclusion Fast Forward**

**Brooke Gazdag, Kühne Logistics University Hamburg**

Many organizations sense that their inclusion efforts are not delivering the intended impact. This talk introduces four shifts to future-proof workplace inclusion: from one-size-fits-all policies to personalized approaches, from outcome targets to ongoing processes, from reactive responses to proactive design, and from good intentions to measurable proof. The focus is practical: inclusion that works in everyday organizational life.

**17:30 – 17:45**

Break

**17:45 – 18:45**

**Leadership Futures Forum**

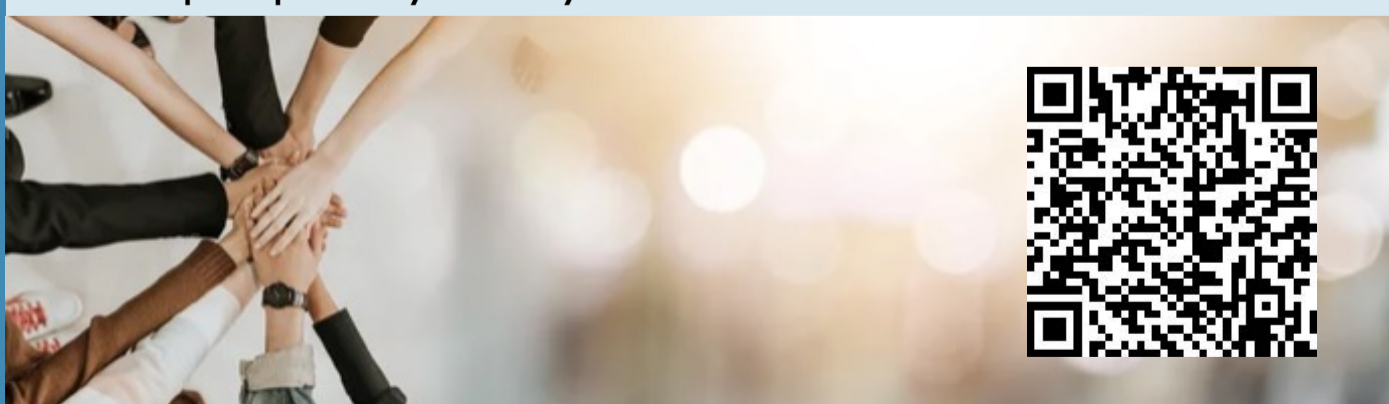
**An Interactive Evidence & Dialogue Session**

Participants engage with key statistics, quotes, and research insights across thematic stations. In small groups, we reflect on how these insights resonate with organizational realities and explore pathways for change.

**18:45 – 19:30**

**Networking Drinks & Commitment Wall**

Join us for drinks and informal conversation. Before you leave, we invite you to add one concrete action you will take back to your organization to our Commitment Wall — a small but meaningful next step inspired by the day.



Please register via this link:

[https://uva.fra1.qualtrics.com/jfe/form/SV\\_4MBqfD7pSol98H4](https://uva.fra1.qualtrics.com/jfe/form/SV_4MBqfD7pSol98H4)

This interactive after-work event is organized by Dr. Tanja Hentschel (supported by an NWO Veni grant) and Dr. Armin Pircher Verdorfer (Amsterdam Center for Responsible Leadership, ARLead), Associate Professors at the Amsterdam Business School, University of Amsterdam.