
Empowering Women Leaders through the Royal Monarchy Nannies Module to support childcare system: Breaking Barriers and Fostering Inclusivity in Malaysia

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Abstract

In the pursuit of advancing gender equality and empowering women leaders, this study investigates the intricate barriers obstructing women's access to and persistence in leadership positions within the unique landscape of Malaysian public and private agencies. Drawing insights from both public and private organizations, the study delves into the complex interplay of challenges faced by women leaders.

A comprehensive exploration is conducted through semi-structured interviews with a diverse cohort of six women leaders: three from esteemed public agencies and three from dynamic private agencies. The overarching goal is to provide unwavering support to women leaders in reconciling their leadership aspirations with caregiving responsibilities. This study hones in on the experiences of these accomplished women within the contextual framework of the Royal Monarchy Nannies Module.

Employing a nuanced methodology, empirical data collection engages a cohort of six distinguished women directors, thoughtfully selected from both public and private agencies, all situated in Selangor and Kuala Lumpur, Malaysia. Through this finely tuned lens, the study unveils an intricate tapestry of challenges spanning across both organizational and individual realms.

As a response to these critical findings, the study emphasizes the significance of a robust childcare system, particularly within the context of Malaysian organizations. The introduction of childcare support akin to the Royal Monarchy Nannies Module presents a transformative solution to address these challenges. This innovative approach not only acknowledges the inherent value of supporting women leaders in managing their dual roles but also underscores the profound impact of fostering an environment that champions inclusivity and work-life balance.

Academic literature consistently underscores the importance of work-life balance for women's career progression (Catalyst, 2002; Fuller et al., 2010). The lack of support systems, including childcare facilities, not only hinders women's career advancement but also perpetuates gender

disparities (Chabaya et al., 2009; Sperandio, 2011). This study's advocacy for a robust childcare system aligns with the broader understanding that such initiatives not only benefit women leaders but also contribute to creating inclusive and diverse organizational cultures (Glass & Cook, 2016).

Fundamentally, this research underscores the imperative essence of mitigating these multifaceted challenges as an unwavering strategy to fortify and empower women leaders across Malaysia's diverse landscape of both public and private sectors. The perceptive revelations drawn from this comprehensive exploration intricately illuminate the potential for revolutionary strategies like the Royal Monarchy Nannies Module, meticulously designed to deconstruct these hurdles while fostering an environment of all-encompassing inclusiveness. By fully immersing ourselves in the rich tapestries of women leaders' experiences, this study not only lends weight to the ongoing dialogue surrounding gender equality and the transformative trajectory of leadership but also provides valuable insights that resonate across arenas such as policy shaping, pragmatic implementations, and the pathway of forthcoming research endeavours.

Keywords: *Childcare support; women leaders; Royal Monarchy Nannies Module; Leadership.*

1. Introduction

In recent times, strides have been made to rectify gender disparities, especially within leadership roles, through policies and initiatives that promote equal opportunities (World Economic Forum, 2020). The pursuit of gender equality and the empowerment of women has not only been a societal aspiration but also a crucial facet of sustainable development (UN Women, 2021). However, an often-understated challenge that persists is the struggle faced by women leaders in balancing their leadership aspirations with the responsibilities of raising children. Recent academic research underscores the necessity of creating supportive environments that alleviate this challenge, thus enabling women to thrive both as leaders and caregivers (Eagly & Carli, 2007; Shockley et al., 2017).

In the context of Malaysia, a country deeply rooted in cultural traditions and family values, the challenge of balancing leadership roles with familial responsibilities takes on a distinct dimension. Malaysian society places a strong emphasis on family cohesion and support, with women often shouldering significant responsibilities as primary caregivers and homemakers (Abdul Rahman, 2020). This cultural framework can sometimes create additional pressure for women leaders, who are expected to fulfill their professional duties while upholding their roles as mothers and wives. The interplay between cultural expectations, workplace demands, and individual ambitions presents a complex tapestry that requires tailored solutions to ensure the holistic development of women leaders.

Gender disparity in leadership roles remains a pervasive challenge in Malaysia, with women facing multifaceted barriers to career progression. Studies (Smith et al., 2019; Tan, 2020) have identified societal expectations, gender bias, and limited support structures as significant obstacles that impede women from ascending the leadership ladder. As a response to this pressing issue, there is a growing recognition of the need to introduce innovative strategies that empower women to overcome these challenges. The Royal Monarchy Nannies Module, a childcare support initiative, has emerged as a promising solution to address the complex interplay between caregiving responsibilities and leadership roles.

Recent findings indicate a strong desire among women leaders in Malaysia for more inclusive measures that enable them to fulfill their caregiving responsibilities while advancing in their careers (Aziz & Lim, 2021). Interviews with women leaders underscored the intricate balance they must maintain between professional aspirations and family commitments, a challenge exacerbated by societal expectations (Lee & Tan, 2020). This struggle not only affects the personal well-being of women but also hampers their professional growth. In this context, the Royal Monarchy Nannies Module presents an innovative approach that aligns with the cultural

norms and sensitivities of Malaysian society, addressing the critical need for culturally sensitive solutions (Chong et al., 2019).

As universities in Malaysia prepare to pilot the Royal Monarchy Nannies Module, there is a promising opportunity to advance the cause of gender equality in leadership (Mahmood et al., 2022). The module is poised to alleviate the childcare challenge faced by women leaders, allowing them to concentrate on their responsibilities without compromising their familial duties. Moreover, this initiative aligns with global trends in supporting women's leadership and underscores Malaysia's commitment to achieving greater gender parity in its professional landscape. The adoption of this module in educational institutions reflects a proactive step toward fostering an environment where women can actively participate in leadership roles and contribute significantly to the nation's growth (UN Women, 2021).

Despite the strides made towards gender equality and women's empowerment in Malaysia, persistent gaps remain in leadership positions, particularly in sectors that have been traditionally male-dominated (Norizan et al., 2019). Literature highlights that while women make up a substantial portion of the Malaysian workforce, their representation in higher management and leadership roles is disproportionately low (Ahmad & Salleh, 2017). This gap underscores the need for targeted interventions that address the unique challenges faced by women leaders, including the intricate interplay between career growth and caregiving responsibilities. The Royal Monarchy Nannies Module, by focusing on childcare support, has the potential to bridge this gap by providing a comprehensive solution that aligns with both women's professional aspirations and their cultural roles as caregivers.

The integration of childcare support into leadership development initiatives is not only in line with global efforts to promote gender equality but also speaks directly to the needs and challenges faced by Malaysian women leaders. By contextualizing this approach within the Malaysian cultural landscape and acknowledging the existing gaps in women's representation in leadership, the significance of the Royal Monarchy Nannies Module becomes even more pronounced. This study seeks to explore the impact of such an initiative, shedding light on how a strong childcare system can empower Malaysian women leaders to thrive both professionally and personally, thus contributing to a more balanced and inclusive leadership landscape.

2. Literature Review: The Significance of a Strong Childcare System in Supporting Women Leaders to Prosper

This literature review delves into the significant role of a strong childcare system in supporting women leaders' success by examining its impact on work-life balance, career progression, organizational culture, gender equity, economic implications, and cross-cultural perspectives.

Childcare support: Childcare support is crucial for the professional development of women leaders, as it directly influences their ability to balance work and family responsibilities. In Malaysia, the integration of innovative programs such as the Royal Monarchy Nannies Module holds promise for breaking barriers and fostering inclusivity in childcare systems, thereby empowering women leaders.

Childcare Support and Women Leaders: Research indicates a strong correlation between effective childcare support and the career advancement of women leaders. Balancing leadership roles with family responsibilities has been a historical challenge for women, and the availability of quality childcare plays a pivotal role in addressing this issue (Smith et al., 2019).

The Role of Leadership in Childcare Support: Effective leadership within organizations is crucial for the implementation and success of childcare support programs. Studies emphasize the need for leadership commitment to creating a supportive work environment that recognizes and accommodates the childcare needs of women leaders (Jones & Brown, 2020).

Royal Monarchy Nannies Module as an Innovative Solution: The Royal Monarchy Nannies Module, as an innovative childcare support initiative, presents a unique approach to addressing the challenges faced by women leaders in Malaysia. This module not only provides practical assistance but also symbolizes a commitment to inclusivity and support from the royal leadership.

Inclusivity and Breaking Barriers: Inclusivity in childcare support is a key factor in breaking gender-related barriers for women leaders. The Royal Monarchy Nannies Module, by being endorsed by the royal leadership, contributes to changing societal perceptions and norms surrounding women's roles, fostering a more inclusive and supportive environment (Chow, 2022).

In conclusion, the intersection of childcare support, women leaders, the Royal Monarchy Nannies Module, and leadership is critical for fostering inclusivity and breaking barriers in Malaysia. As organizations and leadership models evolve, the integration of innovative childcare solutions becomes imperative for empowering women leaders and promoting gender equality in leadership roles.

3. Underpinning Theory: Social Role Theory in the Context of Gender and Leadership

The study on the significance of a strong childcare system in supporting women leaders' success is underpinned by the Social Role Theory, a framework that elucidates the influence of societal expectations and roles on individual behavior, particularly in the context of gender and leadership dynamics.

3.1 Social Role Theory Overview: Social Role Theory posits that societal norms and expectations shape individuals' behaviors, choices, and opportunities based on their gender-defined roles. These roles often dictate responsibilities and behaviors, leading to the perpetuation of gender stereotypes and disparities. The theory contends that individuals conform to these roles, even unconsciously, which can contribute to imbalances in leadership representation and work-life balance.

3.2 Application to Gender and Leadership: In the realm of gender and leadership, Social Role Theory offers a lens through which to understand the persistent underrepresentation of women in leadership positions. Gender roles traditionally associate women with caregiving and nurturing roles, while men are linked to more authoritative and leadership roles. These societal expectations can create barriers for women who aspire to leadership roles, as they navigate the delicate balance between their professional ambitions and family responsibilities.

3.3 Childcare as a Catalyst: The adoption of a strong childcare system emerges as a catalyst within the Social Role Theory framework. When organizations provide accessible and reliable childcare services, they challenge traditional gender roles and empower women leaders to reconcile their caregiving duties with their leadership aspirations. By mitigating the conflict between these roles, women can fully engage in leadership roles without sacrificing their familial responsibilities.

3.4 Impact on Career Progression: Social Role Theory also elucidates how a strong childcare system can transform gendered expectations surrounding career progression. By providing women with the tools to manage their dual roles effectively, organizations disrupt the conventional narrative that women must choose between family and career. This reimagining of gender roles promotes gender equity, contributing to the normalization of women's leadership and broadening the pool of potential leaders.

3.5 Cultural and Contextual Considerations: Social Role Theory acknowledges that the interplay between societal roles, expectations, and behavior is influenced by cultural and contextual factors. In this study, the application of the theory considers the Malaysian cultural

context and how traditional gender roles intersect with modern aspirations for women leaders. The theory provides a framework for analyzing how the introduction of a strong childcare system can challenge and reshape these roles to facilitate women's leadership advancement.

4. Malaysian context - The Gap Analysis and Problem Statement

In the context of Malaysia, where women have risen to occupy vital roles in various sectors, a nuanced reality persists. Despite the increasing representation of women in leadership roles, a significant gap emerges when considering the dual roles they undertake - as leaders and caregivers. The nation has made significant strides in addressing gender disparities, aiming to forge an environment of equal opportunities and inclusive leadership (UN Women, 2021). While progress has been achieved, particularly through policies and initiatives advocating for gender parity (World Economic Forum, 2020), a critical gap persists in the journey of Malaysian women leaders. This gap centers on the intricate challenge faced by these women as they navigate the realms of leadership while simultaneously fulfilling their roles as caregivers to their families.

The contemporary discourse surrounding gender equality primarily focuses on access to leadership opportunities, yet a less-explored area is the unique barriers Malaysian women leaders encounter as they balance professional aspirations with familial responsibilities.

The absence of tailored solutions addressing this intersectional challenge poses a notable problem. The aspiration to ascend the leadership ladder often comes into conflict with the traditional roles and expectations tied to women's caregiving responsibilities. The result is a conundrum where women leaders find themselves confronting the tension between realizing their professional ambitions and fulfilling their family duties. This predicament is not only a personal struggle for these women but also a societal concern, as the potential contributions of women leaders are hindered by a lack of comprehensive support structures.

Recent academic research reiterates the urgency of bridging this gap and addressing the distinct challenges faced by women leaders in balancing leadership and caregiving roles (Eagly & Carli, 2007; Shockley et al., 2017). Empowering women leaders to navigate this challenge effectively is not just a matter of equality; it is essential for the holistic development of both women and the nation at large. Thus, there exists a pressing need to create environments that not only facilitate women's rise to leadership but also accommodate their caregiving roles, allowing them to excel without compromise.

As Malaysia strives for gender equality and inclusive leadership, it is imperative to recognize and rectify this disparity that women leaders face. The journey towards comprehensive gender

parity encompasses not only breaking down access barriers but also proactively addressing the intricate struggles that inhibit women's progression within leadership roles while maintaining their responsibilities as caregivers. To advance both women's leadership aspirations and societal development, innovative solutions like the Royal Monarchy Nannies Module offer a promising avenue to bridge this gap and empower women leaders to thrive in all facets of their lives.

5. Unpacking the Significance:

While the global gender equality movement gains momentum, a closer examination reveals that women, particularly those in leadership positions, continue to grapple with a critical dilemma: the perceived choice between pursuing career advancement and fulfilling familial responsibilities (Ragins & Kram, 2007; Kanter, 1977). Academic discourse highlights the significance of dismantling these barriers, which inhibit women from ascending the leadership ladder while raising children (Powell & Graves, 2003). The study's significance is two-fold: first, it delineates the multifaceted challenges that women leaders face in their journey to ascend the leadership ladder; second, it articulates the urgent need to adopt comprehensive solutions like the Royal Monarchy Nannies Module to dismantle these barriers. By addressing these challenges head-on and creating an ecosystem that supports women leaders holistically, Malaysian companies can pave the way for these leaders to thrive. This initiative aligns seamlessly with the broader societal aspiration of fostering gender equality, while also nurturing a generation of empowered women leaders who can lead with full dedication, unhindered by the complexities of managing their professional and familial responsibilities.

This glaring gender imbalance creates formidable barriers for women to secure leadership roles (Akpinar-Sposito, 2013; Fitzgerald, 2013; Grant Thornton, 2014; Sanderson and Whitehead, 2016). The absence of female role models in leadership positions compounds the challenge, deterring women from aspiring to and achieving leadership roles (Fuller et al., 2010; Remneland-Wikhamn, 2011; Sanderson and Whitehead, 2016). Addressing these issues is pivotal to fostering an environment where women leaders can flourish.

5.1 Supportive Ecosystems and Family Encouragement

Lack of organizational support, coupled with inadequate encouragement from family members, especially spouses, hampers women's pursuit of leadership roles (Catalyst, 2002; Gupton, 2009; Islam and Jantan, 2017; Sanderson and Whitehead, 2016). Striking a balance between work and family responsibilities remains a significant challenge, acting as a deterrent for women

with leadership potential (Kalaitzi et al., 2019; Islam et al., 2019). By establishing supportive ecosystems that accommodate women's dual roles, educational institutions can nurture a more conducive environment for women leaders to thrive.

5.2 Balancing Responsibilities

Leadership roles in universities often entail overwhelming responsibilities, leading to prolonged working hours and work-life imbalances (Al-Kayed, 2015; Almaki et al., 2016; Sirat et al., 2012). This strains women leaders who are already navigating multiple commitments, further impeding their professional advancement. Addressing this challenge necessitates a reevaluation of leadership roles, ensuring a sustainable balance between responsibilities and personal well-being.

In conclusion, the Royal Monarchy Nannies Module emerges as an innovative solution that resonates with contemporary academic findings on the multifaceted challenges faced by women leaders in balancing caregiving responsibilities and professional aspirations. This paper substantiates the imperative to break down these barriers by synthesizing insights from academic literature and research. By offering women leaders the essential support they require, this initiative not only paves the way for their success but also contributes to a more inclusive and diverse leadership landscape. As society moves towards the realization of gender equality, approaches like the Royal Monarchy Nannies Module stand as testament to our commitment to empowering women in their leadership journey while fostering a culture that embraces both their leadership potential and caregiving roles.

6. Methodology

To comprehensively explore the feasibility and impact of the Royal Monarchy Nannies Module on fostering women leaders' development, a qualitative approach was undertaken. This method was chosen to delve deeply into the experiences, perspectives, and challenges faced by women leaders within both private and public agencies in Malaysia.

6.1 Sampling and Participants: Six women leaders from diverse sectors within both private and public agencies were selected as key informants for this study. The sampling aimed to capture a broad spectrum of experiences and perspectives, ensuring a well-rounded understanding of the challenges women leaders encounter in their professional journey while juggling familial responsibilities.

6.2 Data Collection: Semi-structured interviews were conducted with each participant, allowing for open-ended discussions that encouraged participants to share their unique insights. The interviews were designed to explore their perceptions of gender-related barriers in leadership roles, their perspectives on work-life balance, and their thoughts on the potential impact of the Royal Monarchy Nannies Module.

6.3 Data Analysis: Thematic analysis was employed to extract meaningful patterns and themes from the collected data. The recorded interviews were transcribed verbatim, and initial codes were assigned to relevant portions of the text. These codes were then grouped into broader themes, enabling the emergence of recurring concepts and perspectives across the participants' narratives.

7. Findings and Conclusions:

The findings of this study offer a nuanced understanding of the intricate challenges confronting women leaders in Malaysia, a context deeply intertwined with cultural and societal nuances. Malaysia's unique blend of traditions and modernity, while fostering aspirations for gender equality, is marked by persisting gender biases that manifest within the workplace (Ismail & Abdul, 2017). The study's identification of organizational barriers such as internal politics and male domination resonates with the cultural fabric of Malaysia, where traditional gender roles can extend into professional settings (Ismail & Abdul, 2017). These barriers reinforce the need for policies and strategies to counteract systemic biases, echoing the call for a gender-sensitive Societal perceptions regarding women's leadership capabilities are deeply ingrained, which emphasizes the importance of mentorship and support systems to challenge these stereotypes (Ismail & Abdul, 2017).

The significance of childcare support programs like the Royal Monarchy Nannies Module gains prominence in the Malaysian context. Malaysia's strong emphasis on family values can create a dual burden for women leaders, who are expected to excel both professionally and in their caregiving roles (Kandampully et al., 2015).

7.1 Barriers and Challenges

Participants articulated a range of barriers they encountered as women leaders, including societal expectations, gender bias, and limited support structures for work-life integration. The interviews unveiled a collective desire for more inclusive measures that empower women to ascend the leadership ladder while fulfilling their caregiving responsibilities.

Leader A: "Absolutely, there's a different set of expectations for women. We're supposed to excel both at home and work. It's a societal pressure that adds to the challenges we face. Smart task allocation and family support ensure both leadership and family commitments are met"

Leader B: "Yes, societal expectations put more weight on women to manage caregiving roles efficiently. There's a bias that we should effortlessly handle both domains."

Leader C: "Definitely, women are judged more for not fulfilling caregiving roles perfectly alongside leadership positions. Biases suggest that women can't manage leadership effectively while balancing family roles. There's a constant need to prove ourselves."

Leader D: "Unfortunately, yes. There's a bias that women can't be fully committed to both roles simultaneously. This perception needs to change. Efficient delegation and a structured routine help to manage responsibilities. Family collaboration plays a significant role"

Leader E: "Society still expects women to be primary caregivers. They've faced skepticism about their abilities as leaders because of caregiving responsibilities. Colleagues sometimes assume they can't fully invest in their roles due to family obligations. It's an added challenge when you're in a leadership position. Striving to excel in both areas becomes a continuous effort."

Leader F: "Yes, there's an unwritten rule that women need to excel in both roles. It's a huge pressure to bear, and it's time for a more balanced approach. They encountered biases assuming women leaders aren't fully committed due to family responsibilities. Planning ahead, effective communication, and family support contribute to the ability to manage both areas. Policies need to be flexible to accommodate family responsibilities. Remote work options and on-site childcare would help significantly."

7.2 Work-Life Integration

A prevailing theme highlighted the intricate balance women leaders must maintain between their professional aspirations and family commitments. Many shared personal anecdotes and strategies they employed to manage these demands effectively.

Leader A: "The challenge lies in managing high expectations at work and home. Striking that balance is a constant effort. It's about finding middle ground without compromising on either front."

Leader B: "It's challenging to meet all expectations. Sometimes it feels like I'm on a tightrope. Balancing leadership responsibilities with family commitments requires constant adjustment. We felt pressured at times, but we believe it's possible to balance roles with the right support. Balancing roles can be challenging, but we've learned it's possible with the right strategies"

Leader C: "The main challenge is not having enough hours in a day. Meeting everyone's needs can be overwhelming. Juggling leadership and family roles can be emotionally draining. We envision an environment valuing work-life balance, providing flexibility, and recognizing dual responsibilities. An ideal workplace appreciates dual roles, offering flexibility, and recognizing work-life balance"

Leader D: "It's the feeling of being torn between responsibilities. You want to excel everywhere, but it's not always possible. Sometimes, it feels like you're pulled in different directions."

Leader E: "The challenge is not being able to give 100% to both roles. There's often guilt associated with it. I want to be fully present both at work and at home, but it's not always feasible. A supportive workplace values work-life balance, offering flexibility, childcare, and appreciation for dual roles"

Leader F: "The challenge is the pressure of performing well in both domains. It can be mentally draining to constantly switch between leadership decisions and family matters. What we need is a supportive workplace values work-life balance, provides flexibility, and acknowledges dual commitments. We see an inclusive workplace valuing both roles, providing flexibility, and supporting work-life balance"

7.3 Perceptions of the Module:

When discussing to adopt the Royal Monarchy Nannies Module for school leavers in universities and to provide support to childcare, participants exhibited enthusiasm about its potential benefits. They perceived it as a transformative step towards creating an environment where women can actively participate in leadership roles without compromising their familial duties, while the children will be in better hands.

Leader A: “The lack of practical support like childcare creates a significant challenge. Taking time off for family commitments risks seniority and position. I believe that the adoption of The Royal Monarchy Nannies Module could mitigate childcare issues, facilitating enhanced role performance.”

Leader B: “We lack practical support like childcare personnel and facilities. I trust that The Royal Monarchy Nannies Module could address my childcare challenges and enhance my role concentration.”

Leader C: “Insufficient childcare support hinders my ability to focus on work. Taking extended time off sometimes jeopardizes my position. I can see potential in initiatives like the Royal Monarchy Nannies Module in Malaysia can manage childcare challenges and boost my role performance.”

Leader D and E: “The absence of childcare support affects work concentration. Extended leave might lead to loss of position. The new Royal Monarchy Nannies Module would help alleviate and manage childcare challenges, enabling us to focus on our roles and responsibilities.”

Leader F: “A lack of childcare facilities is a practical barrier. Long leaves might impact their standing within the organization. We strongly believe initiatives like the Royal Monarchy Nannies Module could ease the childcare challenge and improve focus on roles.”

8. Recommendation:

Designing a syllabus for a certification or diploma level program based on the Royal Monarchy Nannies Module for a Malaysian University is an innovative endeavor. This program should not only address childcare and early childhood development but also encompass leadership skills, cultural sensitivity, and work-life balance considerations. Here's a proposed syllabus outline:

Title: Certification/Diploma in Holistic Childcare and Leadership Development

8.1 Module 1: Introduction to Holistic Childcare and Leadership

- Understanding the concept of holistic childcare and its significance in leadership development.
- Exploring the role of early childhood experiences in shaping future leaders.
- Analyzing the impact of gender equality on leadership and childcare dynamics.

8.2 Module 2: Child Development and Psychology

- Child development theories and stages: implications for caregiving and leadership.
- Psychological needs of children and their relation to emotional intelligence and leadership skills.
- Addressing challenges and promoting positive behaviors in children.

8.3 Module 3: Early Childhood Education and Learning

- Principles of early childhood education and the importance of early learning environments.
- Designing child-centered curricula that foster curiosity, creativity, and critical thinking.
- Integrating leadership values into early childhood education.

8.4 Module 4: Cultural Sensitivity and Inclusivity

- Understanding cultural diversity and its relevance in childcare and leadership.
- Navigating cultural norms, traditions, and practices while providing childcare.
- Strategies for creating inclusive and respectful environments.

8.5 Module 5: Work-Life Balance and Time Management

- Balancing caregiving responsibilities with personal and professional aspirations.
- Time management techniques for effective childcare and self-care.
- Leadership qualities that emerge from maintaining a healthy work-life balance.

8.6 Module 6: Communication and Conflict Resolution

- Effective communication strategies with children, parents, and colleagues.
- Conflict resolution techniques applicable to both childcare and leadership contexts.
- Role of communication skills in building trust and fostering collaboration.

8.7 Module 7: Leadership Development for Women

- Exploring the challenges and opportunities for women in leadership roles.
- Leadership theories and models tailored to women's experiences and strengths.
- Mentorship, networking, and personal growth for aspiring women leaders.

8.8 Module 8: Ethical Considerations in Childcare and Leadership

- Ethical dilemmas in childcare and leadership scenarios.
- Guiding principles for responsible decision-making in complex situations.
- Developing a personal code of ethics as a childcare provider and leader.

8.9 Module 9: Practical Training and Field Experience

- Hands-on experience in providing childcare and managing early learning activities.
- Observation and reflection on interactions with children and their families.
- Applying leadership skills in real-world childcare settings.

8.10 Module 10: Capstone Project

- Integrating knowledge and skills acquired throughout the program.
- Developing and presenting a comprehensive childcare and leadership project.
- Reflecting on personal growth and insights gained during the program.

8.11 Assessment:

- Written assignments and research projects on childcare, leadership, and related topics.
- Practical assessments based on interactions with children and implementation of learned techniques.
- Group discussions, presentations, and case studies exploring real-world childcare challenges.
- Capstone project presentation and evaluation.

Duration: The program can be designed as a one-year diploma or a shorter certification course, depending on the depth and breadth of coverage desired.

This proposed syllabus combines comprehensive childcare knowledge with leadership development skills, aligning with the Royal Monarchy Nannies Module's objectives. It equips participants with the competencies necessary to provide holistic childcare while fostering leadership qualities that benefit both the individual and society. The integration of cultural sensitivity, work-life balance, and women's leadership further enhances the program's relevance and impact.

9. Conclusion and Implications

In conclusion, this study serves as a clarion call for the imperative adaptation of strategies within Malaysian universities to address the pronounced barriers that impede women's leadership journey while balancing familial responsibilities. The findings illuminate the formidable obstacles faced by women leaders as they strive to access and maintain leadership roles within both public and private university settings across Malaysia. These insights underscore the paramount significance of tailoring prevailing theories to align with the unique dynamics of the Malaysian context, particularly in Kuala Lumpur and Selangor. By doing so, this study not only strengthens the gendered organizations theory, revealing the gendered nature of university environments, but also underscores the urgent need for innovative solutions that harmonize leadership aspirations with caregiving responsibilities.

An instrumental implication of this research is the resounding call for Malaysian universities to introduce pioneering programs akin to the Royal Monarchy Holland nannies model. As this study reveals the dearth of practical support for women leaders, especially in the realm of childcare, universities are urged to step forward as catalysts of change. Through the implementation of certifications and diploma programs tailored to the needs of women leaders, universities can create a transformative environment that facilitates the pursuit of leadership roles without compromising familial roles. The Royal Monarchy Holland nannies-like certifications and diplomas could provide specialized training, equipping women leaders with essential tools to navigate their dual responsibilities effectively.

By embracing this paradigm shift, universities can not only ameliorate the specific challenges faced by women leaders but also set an exemplary benchmark for other organizations to emulate. Policymakers, educators, and stakeholders should collaborate to craft programs that align with the evolving needs of modern women leaders, breaking down barriers and fostering an environment of inclusivity.

While this study heralds a pivotal stride towards gender parity in leadership, it acknowledges its inherent limitations. The nuanced interplay of personal attributes, interview dynamics, and potential sensitivities underscores the complexity of data collection. Future research could expand the methodology to encompass diverse data collection methods, such as focus group discussions, to triangulate findings. Additionally, this study's findings underscore the urgency for collaborative cross-country or cross-institutional research, fostering a broader understanding of barriers encountered by women leaders in academic settings.

In propelling the discourse of gender equity, this study ignites a transformative trajectory. It underscores the urgency of reshaping the educational landscape to harmonize women's leadership pursuits with their caregiving roles. The introduction of Royal Monarchy Holland nannies-inspired certifications and diploma programs stands as an actionable solution, a catalyst for women leaders to rise without limitations. As universities embrace this progressive direction, they wield their influence in fostering a culture of empowerment that reverberates across institutions, industries, and societies.

10. Future Research Directions

The findings provide a foundation for future research, delving deeper into the impact of male mentoring, childcare support, and cultural transformation on women leaders in Malaysia. Examining the long-term effects and scalability of these initiatives within the Malaysian context aligns with a broader global research agenda (Kandampully et al., 2015).

In conclusion, this study's findings bridge the gap between academic discourse and the intricate cultural dynamics of Malaysia. The implications extend to governmental policy, private organizations, male mentors, women leaders, and society at large. By adapting global best practices to the Malaysian context, this study not only underscores the significance of empowering women leaders but also lays the groundwork for continued research and transformative change in the nation's leadership landscape.

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