

WORKSHOP PRESENTATIONS

Workshop Title: The Impact of Coaching in the Business World

Insights from Workshop Discussions

Moderator: Şenol Kaptan

Abstract: Coaching has emerged as a vital tool in the business world, offering various benefits to both individuals and organizations. This paper delves into the multifaceted impacts of coaching, focusing on the enhanced competencies of listening, asking, and reflecting. Through a comprehensive review of literature and empirical evidence, this study elucidates the following key facets:

Coaching Benefits: Firstly, coaching facilitates a profound understanding of individuals' personalities, values, competencies and environment, thereby this self-awareness enlightens to build a convenient vision. Secondly, it cultivates deeper connections between leaders and employees, laying a robust foundation for collaboration and teamwork. Thirdly, coaching creates a trusting environment wherein individuals feel empowered to express their thoughts and feelings openly, consequently enhancing innovation and risk-taking capabilities. Furthermore, coaching promotes inclusivity by valuing diverse perspectives and encouraging participation from all stakeholders, thus enriching creativity and diversity within the organization. Lastly, coaching aids in improving social skills and communication effectiveness, leading to stronger work relationships and a more positive work environment.

Message to Leaders; Addressing leaders, the study emphasizes that the act of listening in coaching not only enhances their own understanding but also positions them as influential figures who are listened to by others.

Request from the Scientific Community: Additionally, the workshop paper outlines several topics demanding further exploration by the scientific community in the realm of coaching within the business world. These include an in-depth examination need of coaching styles and their impact on employee performance, the influence of coaching on employee engagement in terms of motivation and satisfaction, methods for measuring perception of coaching effectiveness, steps for cultivating a leadership culture through coaching, and an assessment of the applicability of coaching skills across various contexts such as sector, age, and subject-based differences.

By shedding light on these critical areas, this workshop result paper contributes to the ongoing dialogue surrounding coaching in the business world, providing valuable insights for practitioners, researchers, and organizational leaders alike.

Workshop Title: Modern Leadership Concepts and Critical Considerations for Remote Team Leadership:

Insights from Workshop Discussions

Moderator: A.Kadir Akhan

Abstract:

This paper encapsulates the outcomes of a workshop dedicated to exploring modern leadership concepts tailored to the dynamic landscape of contemporary business environments, along with critical considerations for leading remote teams effectively. The workshop discussions yielded the following key findings:

Modern Leadership Concepts: The workshop identified a range of competencies and values essential for effective leadership in today's business landscape. These include situational adaptability, communication competence, self-awareness, pattern recognition, growth mindset, role modeling, technical proficiency, digital savviness, flexibility, respect for diversity, equity, and inclusion (DEI), a holistic approach, and a sense of humor. Embracing these concepts empowers individuals to enhance their leadership effectiveness and drive positive outcomes within their organizations.

Critical Concepts at Remote Team Leading: In addition to traditional leadership attributes, the workshop emphasized several critical considerations specific to leading remote teams. These include trust-based leadership, delegation strategies, prioritizing emotional well-being, adopting a coaching mindset, and effective coordination. Incorporating these elements into leadership approaches enables remote leaders to navigate challenges effectively and foster success in remote work environments.

Request from the Scientific Community: As leaders, the workshop participants expressed a need for the scientific community's expertise in developing a comprehensive tool to measure modern leadership competencies. This tool would facilitate the identification of areas for leaders to focus on for improvement, thereby enhancing their effectiveness. The requested tool should provide actionable insights for personalized development plans, offering valuable guidance for leadership growth and enhancement.

By synthesizing these insights, this paper contributes to the ongoing discourse on modern leadership practices and offers guidance for leaders seeking to excel in both traditional and remote team leadership contexts.

**Title: Advantages, Challenges, and Expectations of Women Leadership:
Insights from Workshop Discussions**

Moderator: Funda Ant

Abstract:

This paper synthesizes the outcomes of a workshop focused on elucidating the advantages, challenges, and expectations associated with women leadership. The discussions yielded valuable insights into the following key areas:

Advantages of Women Leadership: Women leaders are often distinguished by their strong relational and emotional intelligence, fostering meaningful connections and a supportive work environment. Their inclination towards inclusiveness and collaboration promotes teamwork and diversity of perspectives. High levels of empathy enable women leaders to effectively address the needs of their team members. Additionally, their adaptability to diverse roles, attention to detail, positive language, attitude, and emotional resilience contribute to their effectiveness in various professional settings, enriching organizational culture and driving success.

Challenges Faced by Women Leaders: Women leaders encounter a multitude of challenges including societal prejudices, gender roles, pressures, and institutional discrimination. Balancing marriage, motherhood, and career often presents significant hurdles. Furthermore, women face challenges such as mobbing, forced choices, travel restrictions, masculine expectations, and the pervasive existence of glass ceilings, impeding their career advancement and professional growth.

Understanding "Glass Ceilings" for Women: The concept of "glass ceilings" encompasses various factors such as male bias, societal expectations, and the challenge of balancing multiple roles. Successful women may be perceived as threatening to men, further exacerbating gender biases. Imposed social roles and institutional barriers further perpetuate the glass ceiling phenomenon, hindering women's progression in leadership roles.

Expectations from Women Leaders in the Scientific Community: The workshop participants articulated expectations from women leaders in the scientific community, including identifying common characteristics of strong women leaders, examining the impact of gender socialization on leadership styles since childhood, and investigating gender biases in hiring processes along with potential control mechanisms.

By synthesizing these insights, this paper contributes to the ongoing discourse on women leadership, highlighting both the advantages and challenges faced by women leaders and outlining areas for further research and exploration in the scientific community.