

WOMEN IN EDUCATION LEADERSHIP AND MANAGEMENT: A CRITICAL ANALYSIS OF LEADERSHIP APPROACHES IN EDUCATION AGENCIES IN TANZANIA

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ABSTRACT

Women representation in educational leadership has been documented globally over decades. Current statistics and literature on women in educational leadership is somehow encouraging. This is because recent trend shows an expansion in the proportion of women in different educational leadership positions. Women leadership has been acknowledged positively in all education agencies that are led by women. As a result, negative views regarding women's ability to lead have been proved wrong. Different leadership approaches adopted by women leaders have been a tool in enhancing successful leadership. This paper investigates women in education leadership and management with a focus on leadership approaches in education agencies in Tanzania. The study participants included women leaders in education agencies. Data was collected through interviews. The results show that women leaders employed different leadership approaches including the use of participative leadership, transformational leadership, assertive leadership, collaborative leadership, and instructional leadership. Therefore, this study recommends that women leaders should adjust themselves through the use of various leadership styles for the purpose of ensuring that education goals are achieved.

Keywords: Women leaders, leadership approaches, education agencies, leadership positions, Tanzania.