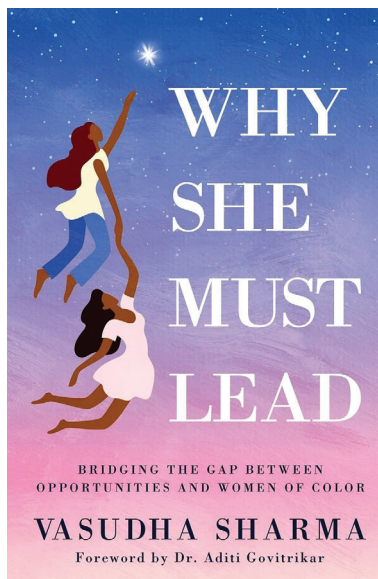


## BOOK REVIEW

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### *Why She Must Lead*

Publisher: Morgan James Publishing  
Year: 2020  
Pages: 217  
ISBN: 978-1-6319-5597-6

The book is written in the English language. The average time taken to read a chapter was one hour and 45 minutes.

Gender bias and color bias has always been a critical social evil in degrading humanity and equality. It has lead to social injustice and curbing of creativity and talent of masses. The creative and hardworking skilled women of color are not acknowledged and appreciated for their work which develops resentment and anger amongst themselves in many countries. Since, diversity is the soil of our mother Earth; we must stand together for an empowered future.

Why She Must Lead shares Dr Vasudha Sharma's personal story of immigrating to the United States from India fifteen years ago after her marriage, looking for healthier opportunities. She interviews many women who play a vital part in raising questions and forming solutions regarding the leadership gap.

It is a factual reflection of her evolution into the non-profit world from a serial entrepreneur. The book is an assemblage of all aspects of

resourceful thoughts that women of color require to be unbeaten in today's scenario. Vasudha has done a thorough study through her personal experience and stories from women leaders. This study can inform the readers with a broader perspective of work-life experiences of women of color. Inspired by people she has met around the world, Dr Vasudha has given solutions in her book where issues like the pay gap, broken rungs, and lack of mentorship can be filtered out methodically, and workplaces can act to raise the most underrepresented group of women. The book is flowing in two hundred and forty six pages and across all the pages, Dr Vasudha talks about fears, pain, and challenges with empathy and humility. She inspires the women of color to challenge the assumptions and myths and lead and live with a mission.

*In chapter 1, Finding Your Why*, author has talked about how she found feminism within herself and her journey to find her purpose. Her husband introduced her to the word and meaning of feminism.

*In chapter 2, Breaking Through Your Clouds*, author has shared barriers and biases that we need to understand and overcome by changing behavior.

*Chapter 3, Reaching Your Sky* is about identifying the contrast between recent gains in the number of women in senior leadership and how women continue to be underrepresented at every level, which can cause a low talent pool and fewer opportunities for women to benefit from advancement.

*Chapter 4, Rising Above Barriers: Inclusion Matters* is about steps to promote fairness and

inclusion and why it is vital to attain equity. In this chapter, author has pointed out the fact that despite women making 70 percent of the healthcare force, the leadership positions in healthcare are significantly skewed towards men and according to World's Economic Forum, 7 out of 10 global health leaders are men.

*Chapter 5, Surpassing Your Limits* discusses about how a step by step push is needed not just at the recruiting level but also with retention to ensure every women in the job market has the right to support to achieve her potential.

*Chapter 6, Seeking Your Safety Net* speaks about the existing lack of mentorship and sponsorship for woman of color and its negative impact leadership. In this chapter, the author has conveyed a strong message that establishing a mentoring or sponsoring relationship has the potential to remedy the leaky pipeline of talent.

*Chapter 7, Restructuring Empowerment* is about the myth around the word "empowerment" and why the message can be misleading. This essence of this chapter is that women are equal to men and not better which is a myth.

*Chapter 8, Discovering and Building You Male Allies* is discovering male allies and how to grow male advocacy for women in the workplace.

*Chapter 9, Paying It Forward* encourages every victorious woman to pay it forward and unite in supporting leadership among people at all levels. The simple steps like ignite conversations, keeping conversations transparent etc. are discussed by the author in this chapter. Every woman can take such steps

to create a village of her own and fix the broken system that don't work for them.

This book is going to be a game-changer, an inspiring force for many upcoming women leaders within our community to be the powerful agents of change for a brighter tomorrow. This is a highly recommend book to everyone to face the international world and come out as a champion.

Through this book, author has done an advocacy for the equal and more representation of women. Her devotion to equality and equity shines throughout the book, and her work in the fight for fairness is very well explained through well graded cases.

The book will be a big aid in bridging the following gaps;

- Analyze reports related to the leadership gap for minority women
- Build robust understanding regarding the causes for a leaky talent pipeline
- Build as a leader to master equity goals for yourself or your organization
- Eliminating barriers and bias
- Build strategies to minimize the leadership gap

The author has very well discussed and explained what has gone wrong with empowerment, #MeToo movement and myths that hold us back. The book is written in easy English and touches the heart on every page.