

# Boosting productivity with female managers' training

by Roberto Gabriele | Dipartimento Di Economia e Management, Università di Trento

Abstract ID: 77

Inviato: 14/04/2022

Evento: XX Workshop Annuale SIEPI

Argomento: 8. Cambiamenti organizzativi, capitale umano e produttività

Parole chiave: female managers; managerial training; firm performance; TFP; senior managers; gender diversity

*The present research contributes to studying the effect of gender diversity and management training on firm performance. The study investigates the impact of training of senior managers on firm efficiency. The empirical analysis is based on archival data of training activities undertaken by 6,403 Italian firms enrolled in Fondirigenti from 2000 to 2018. We implement a multi-stage methodology for econometric estimation. We find a positive effect of senior management training on firm productivity. This effect is enlarged if female managers are involved in training activities. Participation in training activities helps women unleash their potential and provide additional benefits to the firm.*

*Our results indicate that carefully crafted training activities help female managers to unleash their potential and fully contribute to the performance of their firms, as upper echelons theory predicts. Firms should promote more female leaders and provide them with training opportunities to increase their contribution.*

*The present investigation addresses a novel context of senior managers that undergo management training in a sample of Italian small, medium, and large firms compared to the literature in which most of the existing evidence relates to a very narrow context of top management of large publicly traded companies.*