

LGBTQIAPN+ LEADERSHIP IDENTITY DEVELOPMENT: A PROPOSED MODEL

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Introdução

Profound changes in the business environment have impacted the way organizations develop leaders. Traditional models have proven insufficient to meet the needs of underrepresented groups, such as lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual, non-binary, and other (LGBTQIAPN+), requiring the creation of specific and inclusive leadership development programs.

Problema de Pesquisa e Objetivo

Although there is a growing focus on diversity, equity and inclusion, inequalities in the corporate environment still persist. This article aims to understand the facilitating factors for the development of LGBTQIAPN+ leadership identity, proposing a LGBTQIAPN+ Leadership Identity Development Model.

Fundamentação Teórica

The research is based on the leadership identity development model by Komives et al. (2005), adapted to the LGBTQIAPN+ reality. The model considers social influences, self-improvement, group experiences and changes in the perception of leadership. The theory maintains that leadership is built progressively and integrated with the individual's identity.

Metodologia

This is a qualitative, descriptive and cross-sectional study with 70 Brazilian LGBTQIAPN+ leaders. Data were collected through semi-structured interviews with snowball sampling. Content analysis followed the method of Bardin (2011) and was conducted with the help of the ATLAS.ti software, with categorization according to the proposed theoretical axes.

Análise dos Resultados

The research identified five essential factors in the process of building an LGBTQIAPN+ leadership identity: self-development, influences, activism and/or advocacy, work environment, and broadening view. These factors do not act in isolation, but are continually interrelated throughout the leaders' lived experiences.

Conclusão

The proposed model describes the dynamic and multifaceted processes that lead to the consolidation of authentic, inclusive and transformative leadership identities. LGBTQIAPN+ leadership emerges from the integration of social support, authenticity, barrier-addressing, empowerment and visibility.

Contribuição / Impacto

The proposed model is unprecedented and stands out for presenting, in a pioneering way, an exclusive structure focused on the development of LGBTQIAPN+ leadership identity in corporate environments. It fills gaps in the literature by integrating factors specific to this population and offers practical support for training programs, Human Resources policies and employee resource groups, promoting inclusion, authenticity and equity in organizations.

Referências Bibliográficas

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