Abstract

In the last two decades, much research has been done regarding gender differences and leadership styles. This paper presents some of the organizational implications of cooperative firms (Coops) and how their characteristics affect the leadership style of managers. Also, from a gender perspective, we study the management style associated with gender differences in Coops in Valencia (Spain). The results suggest that the nature of the work done by women managers, and their vision of management, responds to a more contemporary leadership style, and fits better in the organizational context of coops, which are characterized by equal relations.

Keywords

Work cooperative organizations, gender differences, management styles.