

Triumph of India's Historic 2025 Female Cricket World Cup

Women's Leadership in Healthcare: Lessons from India's Historic 2025 Female Cricket World Cup Triumph

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Abstract:

The landmark victory of the Indian women's cricket team at the 2025 World Cup symbolises resilience, dedication, and the breaking of traditional barriers — qualities deeply relevant to women's leadership in healthcare. Despite progress, gender disparities persist across healthcare leadership globally. This commentary explores parallels between female sports leadership and healthcare, emphasising strategies to empower women clinicians and administrators, promote equitable representation, and foster transformational leadership. Evidence from indexed journals highlights the positive impact of diverse leadership on healthcare outcomes and organisational culture, reinforcing the urgency of emulating the Indian team's spirit and teamwork in healthcare leadership development.

Keywords: Leadership, Healthcare, Women Leadership.

Introduction

Women constitute a growing proportion of healthcare professionals worldwide, yet their representation in senior leadership positions remains disproportionately low. The historic victory of Indian women's cricket team in 2025 offers a powerful metaphor and motivation for addressing gender inequities in healthcare leadership. Both domains demand resilience, vision, and teamwork amid often male-dominated environments. This article discusses the importance of enhancing women's leadership in healthcare, learning from cross-sector success stories, with a focus on Indian healthcare systems and beyond.¹⁻³

Discussion

Women's leadership in healthcare: Current status

According to the World Health Organisation's (WHO) 2021 policy action paper, *Closing the leadership gap: gender equity and leadership in the global health and care workforce*, women made up nearly 70% of the global health and social care workforce, yet held only around 25% of senior positions. Updated 2024 data from the National Health Workforce Accounts indicate that women now make up 67.2% of the global health workforce.

Batson *et al.* reaffirms this imbalance, showing that women hold just 5% of top leadership roles globally.^{4,5} In India, even with increased numbers of women medical graduates, leadership roles remain scarce due to sociocultural and structural barriers.^{3,6}

Lessons from sports leadership

The Indian women's cricket team's victory exemplifies inclusive leadership, teamwork, mentorship, and overcoming stereotypes. These attributes align with effective healthcare leadership models, providing transferable strategies to foster women leaders in medicine.

Women healthcare leaders often face gender bias, lack of mentorship, work-life balance conflicts, and restricted access to leadership development programs.^{1,2,7} As organisations work to strengthen talent across all workforce levels, the continued underrepresentation of women in leadership roles has driven a growing demand for Women's Leadership Development Programmes (WLDPs) in recent years. These tailored initiatives, alongside organisational commitment to gender equity, flexible working environments, and increased visibility of women role models play a crucial role in improving

representation and strengthening leadership effectiveness within healthcare organisations.^{8,9}

Research links gender-diverse leadership with improved patient outcomes, innovation, employee satisfaction, and improved organisational performance, emphasising the direct benefits of promoting women leaders in healthcare.¹⁰

Disclaimer

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Conclusion

The Indian women's cricket team's historic World Cup win in 2025 offers a compelling narrative to inspire efforts towards gender equity in healthcare leadership. Embracing inclusive leadership models, dismantling systemic barriers, and fostering women's leadership development should remain top priorities to strengthen healthcare leadership and improve health outcomes. Greater diversity in global health leadership ensures varied perspectives shape policies and priorities, advancing equitable healthcare worldwide.⁵ Interventions promoting behavioural change and addressing gender bias will support career advancement of women in academic medicine and healthcare management.^{2,6}

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