



<The Coin that Improbably Landed on its Edge>

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Abstract:

My female statistician inclusive leadership experience, in a small country, with an underdeveloped non-market economy, in the 1990s during and after the country's war of independence, is described. I established the global market research agency; founding the Postgraduate Statistical Program at my University, the first such a program in the region; activated the Croatian Statistical Association, started an international statistical conference and statistical journal, Women in Statistics Section, and all this in synergy with my team, students or colleagues from academia, from the country or abroad.

I faced the truth that, traditionally, men mostly lead such activities. Based on a dynamic experiment, the probability that a coin falls on its edge is small, but not zero. I compared my achievements with it. Low probability, whether of a coin landing on its edge or a woman succeeding against all chances, should not discourage one from trying, knowing that the probability when not trying equals zero. Knowledge, hard work, and commitment might not continuously be recognized directly, but in the long run, they usually are.

At academia, my mentoring of students gives me an opportunity to meet talented people. By participating at diverse sections, meetings and competitions not only for women, but also for young statisticians, I influenced their growth, assuring them youngsters into their broad perspective.

Outside of academia, during the war in my country, as the co-owner, I helped creating a private market research agency, which operates as the multinational company, without ever being its formal manager or an employer. I used a transformational inclusive leadership and influenced inclusively, so my collaborators could achieve their full potential towards common and individual goals.

My experience might motivate females, statisticians, especially those from less developed countries and traditional societies, where women are not so much engaged as the profiled leaders.

Keywords:

Dynamic experiment; Mentoring; Statistical association; Team work; Transformational inclusive leadership