

ABSTRACT

The scarcity of female millennial leaders and the lack of research on them are the cause of the limited insight of women in viewing their career success and how it has implications for others. This collection of data results from semi-structured interviews with 10 female leaders to find out the perspectives of a number of millennial women who have reached the top in exploring the process of their career success, the implications of the success of women leaders for the career development of women themselves and their employees.

This study uses qualitative methods with phenomenology in order to understand and explore more clearly or in detail about the problem. The results obtained are that the majority of millennial female leaders have linear career experiences where they are motivated by a desire to power so that when they have a career they have the main goal of becoming a leader. Further results say that democratic and transformational leadership styles are favorite leadership styles for millennial female leaders, this is supported because they often prioritize change orientation. And the main factor that influences the career development of millennial female leaders is relationships.

In the career development of millennial female leaders, the first thing that appears is self-acceptance so that it can encourage them to live their career trajectory. After that self-management and self-development run alternately. The self-development they do is how to work with themselves to become more professional and better and more confident leaders. So consider how to develop themselves to be used as examples for their employees.

Keyword: Career Development, Millennial, Phenomenology