

# Towards A Better Understanding of the Glass Cliff Phenomenon

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## ABSTRACT

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This paper aims to answer the following research question, how has the glass cliff been researched and understood? Is this phenomenon sharing any common antecedents? By developing a specific literature review based on the references around the seminal paper by (Ryan & Haslam, 2005), we try to understand the mix of antecedents and outcomes for both corporations and women that lead to the glass cliff. Although designed exploratory, in this review we compiled systematically these elements that defined the glass cliff phenomena and propose future research opportunities as to shed light on it.

JEL Codes: J16, M51, G34

**Keywords:** *Gender Diversity, Glass Cliff, Women Empowerment, Context Antecedents.*