

**Drivers and limitations of women to engage in corporate entrepreneurship activities –
Work in process**

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Abstract:

Middle managers are characterized on been in the source of detection of entrepreneurial activities. The proportion of women in those positions has been growing during the last decades. Despite considerable research of women at work, it seems unclear drivers and limitations they face every day when engaging corporate entrepreneurship activities. We employed an inductive process to capture meanings and perceptions of women when participating in this type of actions. Our results suggest triggers are based on the need to leave a legacy, to pay back for what they have received and to internal drivers, like self-efficacy, passion for work and the need for recognition. On the other hand, limitations are mainly related to the organizational environment and support from superiors, in this approach culture and daily tasks play an important role. Our findings contribute to the better understanding of the corporate entrepreneurship theory and gender theories. It also highlights the importance of innovative environments by the establishment of organizational mechanisms to facilitate the entrepreneurial activity in organizations.

Keywords: female corporate entrepreneurs, corporate entrepreneurship, middle managers.