Jaclyn Crawford is Assignment Editor at Forefront magazine. In her role, she advises on employee engagement and communication strategies. Porsche Lee, a manager at Thomson Reuters, emphasizes the importance of aligning the company brand promise with employee beliefs. She conveys that it's not about making more money, it's about staying true to the company's mission.

Becoming a leader in the company isn't about making more money, as Porsche Lee conveys. It's about making an impact on the company, exciting the employee base, and redefining leadership. Porsche recommends that managers and employees think of how they are redefining what leadership means through the lens of the workplace culture.

For Jocelyn Wong, CMO at Family Dollar, these findings did not come as a surprise. She suggests the value of having a mentorship program to aid in the perceived glass ceiling. Porsche says that perception can have an influence on the company culture, and the company must find ways to celebrate the position of leadership.

The study's data also shows that 52 percent of workers believe in the belief that being in the C-Suite, women are asked to give up in leadership. This belief is personal to every woman, but there is also a struggle to redefine leadership. Porsche says that women are so much more judgmental about this path than men are.

According to a recent CareerBuilder study, fewer people are dreaming big. Only 34 percent of workers aspire to leadership, and the need for executives, in some companies, to be at the top of the ladder, such as a new generation of employees valuing life-work balance.

The study's data also shows that 27 percent of employers have an initiative to support leadership, and 26 percent of women have initiatives. Porsche says that the company must find ways to celebrate the position of leadership and support women in leadership roles.

The company also has to find ways to celebrate that position, excite the employee base, and have a mentorship program. Porsche recommends that managers and employees think of how they are redefining what leadership means through the lens of the workplace culture.