



In the world of entrepreneurship, female leaders often encounter challenges related to their gender not only from within the organization but also outside the organization. Consequently, it is considerably stimulating for female leaders to establish substantive status and leadership in delivering performance. Nevertheless, studies have believed that women representation has continued to contribute a positive impact on business outcomes and company culture. In fact, it is suggested that performance and leadership styles are positively correlated when the leading role is congruent with the gender. Thus, this examines the influence of the adaptation of female leadership and its impact on internal and external performance in different industries. The results obtained from a quantitative and qualitative analysis indicated that adapting to female leadership characteristics, specifically an understanding attribute, positively influences company culture ( $p=.003$ ,  $p<0.05$ ). Interestingly, further insights from this study suggested that adapting to the leadership styles carried out by both genders becomes the ideal leadership characteristic that improves the overall quality of company culture.