Cultural Diversity as a Strategic Advantage

This insightful and practical work is essential for anyone who wants to understand and manage diversity in the workplace. Written by a team of experts in the field of workplace diversity, The Global Diversity Desk Reference offers a strategic approach for international organizations that want to succeed in the worldwide marketplace by maximizing the potential of all their employees. You'll discover how to increase effectiveness in managing diversity at all three levels - the individual, interpersonal, and organizational. You'll also get the practical tools, concrete suggestions, and pragmatic methods you need to successfully manage a global workforce and create a culturally diverse and productive organization.

Managing Diversity in Intergovernmental Organisations - Bowers-Peterson - 2005-02-13

This book examines the challenges of managing diversity in intergovernmental organizations (IGO) in order to cope with their diverse stakeholders. Successful diversity management is pointed out as an essential prerequisite for organisational performance, conflict management, and dynamics of IGOs.


This four-volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century, including issues of gender, race, disability, sexual orientation, national origin, and age.

Managing Diversity in the Workplace: Strategies for Employees and Employers [4 volumes] - Michele A. Paludi - 2012-04-23

This four-volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century, including issues of gender, race, disability, sexual orientation, national origin, and age.

Managing Diversity - Norma Riccucci - 2018-03-08

Managing Diversity in Public Sector Workforces, Second Edition examines demographic changes to the U.S. labor force and workplace and the ways in which government employers are managing the imminently diverse populations that now fill public sector jobs. It addresses the specific management strategies and initiatives relied upon by public sector employers as well as the implications of effectively managing varied workforce for the overall governance of American society.

Managing Diversity in Public Sector Workforces - Norma Riccucci - 2021-06-29

Public and private sector workforces in the U.S. look very different today than they did even 25 years ago. The changes are having a significant effect on how organizations manage their workforces. The old style of managing homogeneous workforces is proving to be ineffectual, and so management strategies aimed at enhancing diversity and inclusion are essential. These strategies can have positive implications for worker satisfaction, morale and - ultimately - the delivery of public services to the American people. Managing Diversity in Public Sector Workforces, Second Edition examines demographic changes to the U.S. labor force and workplace and the ways in which government employers are managing the imminently diverse populations that now fill public sector jobs. The book begins with a review of equal employment opportunity and affirmative action and the extent to which EEO and AA are still relied upon in the workplace. It then examines law and other public policy issues surrounding EEO, AA and diversity management. The remainder of the book focuses on the core of managing diversity in the public sector, exploring the initiatives, strategies, and programs that government employers are relying on to ensure that the demographic mosaic embedded by their workforces is prepared to meet the needs and interests of the American citizenry of the 21st century. Data are provided on the demographics of the federal, state, and local government workforces. Separate chapters address each of the following aspects of diversity: race, ethnicity, gender, LGBT employment, physical ability, and the intersection of these constructs. Managing Diversity in Public Sector Workforces, Second Edition will be of interest to students of public administration and public personnel management, and it is essential reading for all those involved in managing public organizations.

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Emotional Intelligence for Managing Results in a Diverse World - Lee Gardenswartz - 2010-10-15

Harnessing the Power of Emotions: So You Can Leverage Differences, Build Engaged Teams, and Create Healthier Organizations Whether you work group stretches from here to Dubai or can easily meet in a conference room down the hall, anger and frustration are easy to come by when others don't do things your way, follow directions, or respond the way you think they should. But when emotions manage workplace relationships, the result is conflict, disengagement, and low morale. Emotional Intelligence for Managing Results in a Diverse World provides a novel approach for identifying and managing emotions in the workplace. EQ plus insights from the author's pioneering diversity work increase your competence in managing emotions and enhance your effectiveness in work, relationships, and life. EQ+ can make you a more successful leader.

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Diversity within Diversity Management - Andrzej Gojdzio - 2009-04-10

This book enhances our understanding how to diversify and equality are managed in different national contexts. Focusing on workplace equality, diversity, and inclusion, this book brings together a unique blend of scholarly research and professional practice, evidenced through an array of individual stories both inside and outside of organizations.

Diversity within Diversity Management - Andrzej Gojdzio - 2009-04-10

The new diversity policies are future-oriented and market-driven, eclipsing “old” affirmative action debates about overcoming past discrimination the need to create a “workforce that looks like America.” Most corporate mission statements now contain a clause on “valuing differences” and millions of employees train at working in an environment that values diversity. “Diversity training” is now a household word. But how does the reader link these insights from the author’s pioneering diversity work to increase your competence in managing emotions and enhance your effectiveness in work, relationships, and life?


This new edition of a business textbook bestseller has been completely updated to reflect the numerous global changes that have occurred since 1999: globalization, cross-cultural communication, and cross-cultural management. This book helps you understand the impact of culture on behavior and culture in the modern world. It is a valuable resource for students and professionals interested in building effective cross-cultural relationships in business and everyday life.

Managing Cultural Diversity in Asia - Lee Gardenswartz - 2003

Managing Cultural Diversity in Asia not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context, time and place in framing policies and practices of diversity and equality at work. Managing Cultural Diversity in Asia not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context, time and place in framing policies and practices of diversity and equality at work. Managing Cultural Diversity in Asia not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context, time and place in framing policies and practices of diversity and equality at work.

Managing Diversity: How to Create an Environment of Inclusion - Frederick R. Lynch - 2009-04-10

"Diversity has been buzzword. Republican and Democratic leaders ritually chant "diversity is our strength" and corporate CEOs talk about the need to create a "workforce that looks like America." Most corporate mission statements now contain a clause on "valuing differences" and millions of employees train at working in an environment that values diversity. "Diversity training" is now a household word. But how does the reader link these insights from the author’s pioneering diversity work to increase your competence in managing emotions and enhance your effectiveness in work, relationships, and life?


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Diversity and Inclusion in the Global Workplace - Carlos Taso Eira de Aquino - 2017-08-17

This edited collection on diversity management empowers you to navigate gender, race, and ethnicity. Examining sexism, disability, and spirituality, the book provides a discussion of different D&I applications and introduces a framework consisting of a diagnostic phase, gap analysis, and an action plan, which can be modified to attend to specific needs of organizations. Researchers and practitioners will learn a way to address diversity in global organizations.

Diversity and Inclusion in the Global Workplace - Marllyn Y. Byrd - 2014-01-27

Diversity is a comprehensive, integrated teaching resource providing students with the tools and methodologies they need to negotiate effectively the multicultural workplace, and to counter issues of discrimination and privilege. Written from an American perspective, the book not only covers the traditional topics of race, gender, and sexual orientation, but also provides a unique exploration of emerging issues such as age discrimination, intergenerational workforce tensions, cross-cultural teams, physical appearance stigmatization, visible and invisible disabilities, and racism hallucination. The book:

- presents theoretical models to help students think critically about the issues that emerge from workforce diversity: it includes a historical perspective that explains the roots of the issues in the workplace today; covers potential legal and ethical issues, such as social justice and bias; provides a truly social justice approach to encourage social action; illustrates strategies are using to leverage diversity effectively; and end of chapter questions encouraging students to engage in difficult conversations, and case studies to stimulate student awareness of the real problems and solutions that they may face in the workplace. The book will help students develop the critical, analytical, problem solving and decision making skills they need to mediate or resolve diversity issues as future professionals.

Contemporary Leadership and Intercultural Competence - Michael A. Moodian - 2008-10-29

Featuring contributions from some of the world’s most renowned cross-cultural management theorists and commentators, this booklength text explores the cross-cultural dynamics in which organizations must operate. It examines the evolving role of cultural diversity in the workplace, the application of cultural competencies to organizations, and the measurement of various aspects of intercultural competence.

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Understanding and Managing Diversity - Carol P. Harvey - 2012

A diverse approach to understanding and managing diversity. Understanding and Managing Diversity uses applications to clarify the complexity of a diverse workforce, and it also provides real-world examples that make the text relevant to today’s students. The text presents fundamental research on the theory and practice of management, including interdisciplinary instructors (business, psychology, economics, theology, law, politics, history, etc.) to practitioners (diversity trainers, corporate managers, etc.). This comprehensive, four-volume work presents practical, up-to-date recommendations in areas impacting all job applicants and employees, including work/life balance, diversity management, performance, recruitment, training programs, and employee conflict. Diversity work or wishes to learn how to further leverage existing diversity initiatives with other strategically important business priorities, this book provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity. * Integrates practical lessons from leading diversity experts * Provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity.

The Guidebook to Leveraging Diversity - Terrence Earl Mallins - 2009

Leveraging Diversity Performance is designed to help business leaders and diversity practitioners alike conquer the complexity and take advantage of the opportunities associated with working productively with diversity. The book presents a clear direction for building the strategic learning capabilities that effectively support the purpose of the firm. It provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity. * Integrates practical lessons from leading diversity experts * Provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity.
Diversity at Work: Bernardo M. Ferdman - 2013-11-25

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. Diversity at Work: The Practice of Inclusion (a volume in SIOP’s Professional Practice Series) presents detailed solutions for the challenges of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all experts ranging from internal and external change agents to effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors’ diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: Explains how to conceptualize, operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial/organizational psychologists, DI practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.

Front Desk (Scholastic Gold) - Kelly Yang - 2018-05-29

Inside Out and Back Again meets Millicent Min, Girl Genius in this timely, hopeful middle-grade novel with a contemporary Chinese twist. Winner of the Asian / Pacific American Award for Children's Literature! "Many readers will recognize themselves or their neighbors in these pages." -- Kirkus Reviews, starred review!Mia Tang has a lot of secrets. Number 1: She lives in a motel, not a big house. Every day, while her immigrant parents clean the rooms, ten-year-old Mia manages the front desk of the Calivista Motel and tends to its guests.Number 2: Her parents hide immigrants. And if the mean motel owner, Mr. Yao, finds out they've been letting them stay in the empty rooms for free, the Tangs will be doomed. Number 3: She wants to be a writer. But how can she when her mom thinks she should stick to math because English is not her first language? It will take all of Mia's courage, kindness, and hard work to get through this year. Will she be able to hold on to her job, help the immigrants and guests, escape Mr. Yao, and go for her dreams? Front Desk joins the Scholastic Gold line, which features award-winning and beloved novels. Includes exclusive bonus content!

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The SAGE Encyclopedia of Intercultural Competence - Janet M. Bennett - 2015-05-23

In 1980, SAGE published Geert Hofstede’s Culture’s Consequences. It opens with a quote from Blaise Pascal: “There are truths on this side of the Pyrenees that are falsehoods on the other.” The book became a classic—one of the most cited sources in the Social Science Citation Index—and subsequently appeared in a second edition in 2001. This new SAGE Encyclopedia of Intercultural Competence picks up on themes explored in that book. Cultural competence refers to the set of attitudes, practices, and policies that enables a person or agency to work well with people from differing cultural groups. Other related terms include cultural sensitivity, transcultural skills, diversity competence, and multicultural expertise. What defines a culture? What barriers might block successful communication between individuals or agencies of differing cultures? How can these barriers be understood and navigated to enhance intercultural communication and understanding? These questions and more are explained within the pages of this new reference work. Key Features: 300 to 350 entries organized in A-to-Z fashion in two volumes Suggested entries that conclude with Cross-References and Suggestions for Further Readings Thematic “Reader’s Guide” in the front matter grouping related entries by broad topical areas Chronology that provides a historical perspective of the development of cultural competence as a discrete field of study Resources appendix and a comprehensive index The SAGE Encyclopedia of Intercultural Competence is an authoritative and rigorous source on intercultural competence and related issues, making it a must-have reference for all academic libraries.

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Exploring Management - John R. Schermerhorn, Jr. - 2017-10-16

Exploring Management supports teaching and learning of core management concepts by presenting material in a straightforward, conversational style with a strong emphasis on application. With a focus on currency, high-interest examples and pedagogy that encourages critical thinking and personal reflection, Exploring Management is the perfect balance between what students need and what instructors want.

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