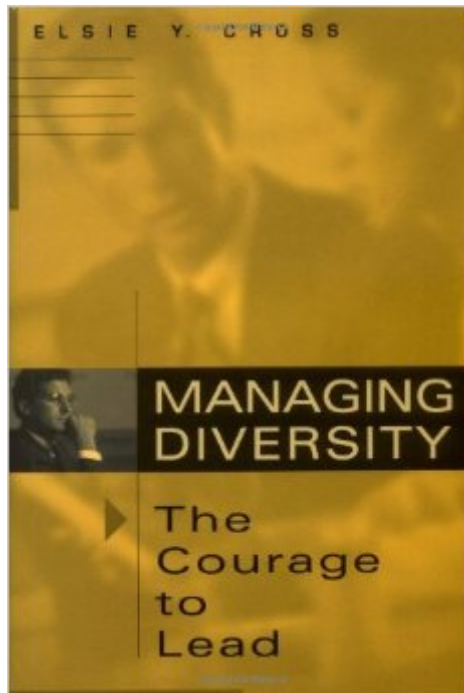


The book was found

# Managing Diversity -- The Courage To Lead



## Synopsis

White women and people of color now constitute the majority of the U.S. workforce, yet ninety-seven percent of senior managers of Fortune 500 and Fortune 1,000 industrial companies remain white men. It's clear that leaders of American organizations are required to play key roles in a world that has become strange to them, says Cross. To succeed in an increasingly competitive global environment, our organizational leaders must have the courage to act outside their comfort zonesâ to try to understand, interact with, motivate, develop, and retain a work force that is alien to them. Cross' book provides the practical assistance they need. Because racism, sexism, and other forms of oppression are not rational, help cannot be found wholly in rationalism. Such biases arise from emotional and psychological bases. Our leaders are thus forced to confront their barriers within barriers that exist at every level of their organization. Cross uses her own experiences as an African American woman and as an experienced, and recognized management consultant to demonstrate how oppression functions at the individual, group, and systems levels, but her book is not a memoir. Rather, it is a sophisticated explication of a complex and complete system of organizational change, with case studies and other useful aids, which, if fully grasped, will enable courageous leaders to succeed in understanding and dealing effectively with the urgent crosscultural and gender issues in the workplace.

## Book Information

Hardcover: 264 pages

Publisher: Praeger; 1 edition (April 30, 2000)

Language: English

ISBN-10: 1567202691

ISBN-13: 978-1567202694

Product Dimensions: 6 x 0.8 x 9 inches

Shipping Weight: 1.4 pounds (View shipping rates and policies)

Average Customer Review: Be the first to review this item

Best Sellers Rank: #2,111,408 in Books (See Top 100 in Books) #221 inÂ Books > Business & Money > Economics > Unemployment #682 inÂ Books > Law > Specialties > Labor Law #788 inÂ Books > Law > Business > Labor & Employment

[Download to continue reading...](#)

Managing Diversity -- The Courage to Lead 12-Lead ECG: The Art Of Interpretation (Garcia, Introduction to 12-Lead ECG) Introduction To 12-Lead ECG: The Art Of Interpretation (Garcia,

Introduction to 12-Lead ECG) Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead Understanding and Managing Diversity: Readings, Cases, and Exercises (6th Edition) Managing Diversity: Toward a Globally Inclusive Workplace The Book on Managing Rental Properties: A Proven System for Finding, Screening, and Managing Tenants with Fewer Headaches and Maximum Profits The Book on Managing Rental Properties: A Proven System for Finding, Screening, and Managing Tenants With Fewer Headaches and Maximum Profit The Ten Things A New Manager Must Get Right From The Start!: Managing People Simplified (Business Skills Handbook Series- Managing people 2) Corporate Diversity: Swiss Graphic Design and Advertising by Geigy 1940 - 1970 Affirming Diversity: The Sociopolitical Context of Multicultural Education (6th Edition) Classroom Diversity: Connecting Curriculum to Students' Lives Multiculturalism on Campus: Theory, Models, and Practices for Understanding Diversity and Creating Inclusion Diversity Explosion: How New Racial Demographics are Remaking America Latinos in the United States: Diversity and Change Many Ramayanas: The Diversity of a Narrative Tradition in South Asia Anthropology: Appreciating Human Diversity Diversity and Society: Race, Ethnicity, and Gender Anthropology: The Exploration of Human Diversity Deaf Gain: Raising the Stakes for Human Diversity

[Dmca](#)