



World Class Diversity Management: A Strategic Approach: A Strategic Approach (Hardback)

By R. Roosevelt Thomas

BERRETT-KOEHLER, United States, 2010. Hardback. Condition: New. Language: English . Brand New Book. Globalization is transforming the very nature of our business relationships, decision-making processes, and interactions, making world-class diversity management more needed than ever before. But until now, the field of diversity had no established standard for evaluating best practices, or even agreement on fundamental philosophies, principles, and concepts. In this pioneering book, the world's leading diversity authority proposes a framework that will facilitate the development of a truly world-class standard for diversity management. R. Roosevelt Thomas begins by laying out his Four Quadrant model, which encompasses all core diversity strategies: managing workforce demographic representation, managing demographic relationships, managing diverse talent, and managing all strategic diversity mixtures. He analyzes the goals, motives, approaches, accomplishments, and challenges associated with each quadrant, as well as the paradigm or mindset that lies behind each quadrant's express purpose. Having laid out this broad range of strategies, Thomas shows how to realize them through the Strategic Diversity Management Process(TM), by far the most effective method for implementation. A detailed case study of CEO Jeff Kilt--a fictional composite of the many executives Thomas has worked with--effectively illustrates the complexities encountered when working with...

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