



A Leader's Guide to Leveraging Diversity (New Frontiers in Learning)

Terrence Maltbia, Anne Power

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Leveraging Diversity: Strategic Learning Capabilities for Breakthrough 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 needed to create and sustain adaptive organizations that effectively respond to today's competitive demands. It provides a practical guide that features a variety of proven learning practices for leveraging diversity with case examples and planning tools.

The book is structured in four parts and each chapter addresses one of the three strategic learning capabilities: contextual awareness, conceptual clarity, and taking informed action. Each chapter presents cutting edge practices in support of building the targeted learning capability. They contain case examples and sample tools to assist the reader as they internalize the practices and provide guidelines for applying the tools to their specific work situations. In the final part of the book, the reader is introduced to the three critical success factors necessary to support the successful execution of the strategic learning capabilities for leveraging diversity examined in this book.

Whether the reader is new to 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.

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