

## Culture research

10 Books on Culture, Diversity, or Respect at work.

1. [The Loudest Duck: Moving Beyond Diversity while Embracing Differences to Achieve Success at Work](#) by [Laura A. Liswood](#) (Nov 16, 2009)

Written in an accessible style, *The Loudest Duck* is a business fable that offers an alternate view of a multicultural workplace through the use of practical stories and cultural anecdotes. For instance, the Chinese teach their children, "The loudest duck gets shot," a viewpoint that gets carried into adulthood, while many Americans are taught, "The squeaky wheel gets the grease." As a result, you find two distinct ways of doing business, neither one being necessarily the right or better way. By understanding others' viewpoint, you can understand how better to work with them.

2. [The Inclusion Revolution Is Now: An Innovative Framework for Diversity and Inclusion in the Workplace](#) by Maura G. Robinson (Oct 21, 2013)

Take an innovative approach to a climate of change within your workplace or organization with this guidebook on diversity and inclusion. Author Maura G. Robinson, an authority on diversity and inclusion, has been helping companies create systemic process of change for more than twenty years. In the *Inclusion Revolution Is Now*, she explores as you can create an environment of inclusion where all employees are accountable for their behaviors, and able to work together to accomplish the organizational goals. recognize that civil diversity impedes systemic processes of change to occur. So diversity is viewed as an initiative or a program with no sustainability at the organizational level. ensure employees willingly practice inclusion regardless of personal beliefs. While there is still racism, prejudice, sexism, and other exclusionist attitudes among people in the workplace, organizational leaders have the power and responsibility to mandate a climate of inclusion. Supporting diversity and inclusion is also a prerequisite for capitalizing on the ideas that diverse people can bring to your organization. Most diversity practices used by organizations do not actually promote inclusion, and exclusion continues to exist. There's a better way to achieve inclusion, and it starts with the *Inclusion Revolution is Now*.

3. [Opportunities and Challenges of Workplace Diversity \(3rd Edition\)](#) by **Kathryn Canas and Harris Sondak** (Jan 1, 2013)

Directed primarily toward undergraduate business majors, this text also provides practical content to current and aspiring industry professionals.

*Opportunities and Challenges of Workplace Diversity* teaches readers to uncover and understand the complexities of managing diversity through a unique dialogue of opportunity. Through its three-tiered structure this text effectively explains the complexities of managerial and legal aspects in workplace diversity; presents examples of positive and negative management methods; encourages readers to develop a set of skills they will need when managing diversity in their careers.

4. [The Diversity Training Activity Book: 50 Activities for Promoting Communication and Understanding at Work](#) by [Jonamay Lambert](#) and Selma Myers (Aug 26, 2009)

With our workforce becoming increasingly diverse, encouraging sensitivity and understanding in the workplace is a top priority for businesses everywhere. "The Diversity Training Activity Book" addresses such fundamental issues as change, communication, gender at work, and conflict resolution. Tested with hundreds of participants to ensure the appropriateness and effectiveness for a variety of diversity training needs, the simple activities in this book will help employees at all levels cope with cultural and gender differences and master new skills for communicating more effectively. Filled with activities, role playing exercises, sample icebreakers, and case studies, this book will help all employees create a more harmonious, open workplace no matter what their cultural background.

5. [Diversity in the Workforce: Current Issues and Emerging Trends](#) by Marilyn Y. Byrd and Chaunda L. Scott (Jan 26, 2014)

*Diversity in the Workforce* 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, ethnicity and social class, but moves beyond this to explore emerging trends around 'isms' (racism, sexism), as well as transgender issues, spirituality, intergenerational workforce tensions, cross-cultural teams, physical appearance stigmatizing, visible and invisible disabilities, and racial harassment. The book:

- Presents theoretical models to help students think critically about the issues that emerge from workforce diversity
- Includes a historical perspective that explains the roots of the issues in the workplace today
- Covers potential legal and ethical issues
- Introduces a social justice paradigm to encourage social action
- Illustrates strategies organizations are using to leverage diversity effectively

With end of chapter questions encouraging students to engage in difficult conversations, and case studies to stimulate students' awareness of the real problems and issues that emerge from diversity, this 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.

6. [Managing Diversity: Toward a Globally Inclusive Workplace](#) by [Michalle E. Mor Barak](#) (Mar 13, 2013)

Successful management of today's increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the

**third edition** of the award-winning book, **Managing Diversity: Toward a Globally Inclusive Workplace**, Michàlle E. Mor Barak argues that exclusion is among the most critical and pressing problems faced by today's heterogeneous workforce. Using an original model for creating a globally inclusive workplace coupled with engaging real-world case studies, she outlines unique strategies for unleashing the embedded potential in a multicultural and diverse global workforce.

7. [Supervision: Diversity and Teams in the Workplace \(10th Edition\)](#) by [Charles R. Greer](#) and [Richard Warren Plunkett](#) (Jul 7, 2002)

Successful management of today's increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the **third edition** of the award-winning book, **Managing Diversity: Toward a Globally Inclusive Workplace**, Michàlle E. Mor Barak argues that exclusion is among the most critical and pressing problems faced by today's heterogeneous workforce. Using an original model for creating a globally inclusive workplace coupled with engaging real-world case studies, she outlines unique strategies for unleashing the embedded potential in a multicultural and diverse global workforce.

8. [Gender Intelligence: Breakthrough Strategies for Increasing Diversity and Improving Your Bottom Line](#) by [Barbara Annis](#) and [Keith Merron](#) (May 13, 2014)

World-renowned experts on gender intelligence Barbara Annis and Keith Marron suggest it's time to move beyond arguments based on politics and fairness, building an economic business case for gender diversity in the workplace.

Despite forty years of laws, quotas, diversity training, and legal expenses aimed toward equalizing pay, opportunities, and working conditions between the sexes, the glass ceiling remains firmly intact. For too long, companies have played the "numbers game"—attempting to tackle gender imbalance by forcing affirmative action policies and numeric standards on organizations to increase the representation of women in management. Yet, these efforts have rarely been sustained.

9. [Generational Diversity at Work: New Research Perspectives](#) by [Emma Parry](#) (May 16, 2014)

Over the past decade much attention has been paid to the apparent differences in consumption preferences or workplace attitudes and behaviours across generations. Within Western economies such as the USA, UK and Australia, it is commonly assumed that there are now four generations in the workplace, namely Veterans (born 1925-1942), Baby Boomers (1943-1960), Generation X (1961-1981) and Generation Y (1982- 2000)

The concept of generational differences at work is one that has recently been adopted by practitioners as a basis on which to design human resource management and career management practices. However, there has been some concern in academic circles about the validity of the notion of generations and the evidence base that supports it. There is therefore a need for new perspectives and methodological approaches to investigating generational differences at work in order to establish the validity and value of generations as an axis of diversity. *Generational Diversity at Work: New Research Perspectives* will address this need by presenting and discussing research into generational diversity that adopts a range of new theoretical perspectives or methodological approaches.

10. [The Cultural Intelligence Difference: Master the One Skill You Can't Do Without in Today's Global Economy](#) by David Livermore Ph.D. (May 30, 2011)

Most people know that some basic cultural sensitivity is important. But few have developed the deep cultural intelligence (CQ) required to really thrive in our multicultural workplaces and globalized world. Now everybody can tap into the power of CQ to enhance their skills and capabilities, from managing multi cultural teams and serving a diverse customer base to negotiating with international suppliers and opening offshore markets. "The Cultural Intelligence Difference" gives readers: a scientifically validated instrument for measuring their personal CQ score; customized strategies for improving interactions with people from diverse cultures; new findings on the bottom-line benefits of cultural intelligence; examples of major organizations that use CQ to achieve success; and, a high CQ points to more than just cultural sensitivity. It is linked to improved decision making, negotiation, networking, and leadership skills - and provides a crucial advantage in a crowded job market. "The Cultural Intelligence Difference" delivers a powerful tool for navigating today's work world with finesse - and success.

11. [Managing Diversity: Toward a Globally Inclusive Workplace](#) by [Michalle E. Mor Barak](#) (Mar 13, 2013)

**Successful management of today's increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the third edition of the award-winning book, *Managing Diversity: Toward a Globally Inclusive Workplace*, Michalle E. Mor Barak argues that exclusion is among the most critical and pressing problems faced by today's heterogeneous workforce. Using an original model for creating a globally inclusive workplace coupled with engaging real-world case studies, she outlines unique strategies for unleashing the embedded potential in a multicultural and diverse global workforce.**

