

Breaking Through

The Making of Minority Executives in Corporate America



David A. Thomas • John J. Gabarro

Breaking Through The Making Of Minority Executives In Corporate America

**Harvard Business Review, Robert W.
Livingston, Laura Morgan Roberts, Joan
C. Williams, Anthony J. Mayo**

Breaking Through The Making Of Minority Executives In Corporate America:

Constructing Corporate America Kenneth Lipartito, David B. Sicilia, 2004-05-27 Why and how has the business corporation come to exert such a powerful influence on American society The essays here take up this question offering a fresh perspective on the ways in which the business corporation has assumed an enduring place in the modern capitalist economy and how it has affected American society culture and politics over the past two centuries The authors challenge standard assumptions about the business corporation s emergence and performance in the United States over the past two centuries Reviewing in depth the different theoretical and historiographical traditions that have treated the corporation the volume seeks a new departure that can more fully explain this crucial institution of capitalism Rejecting assertions that the corporation is dead the essays show that in fact it has survived and even thrived down to the present in part because of the ways in which it has related to its social political and cultural environmental In doing so the book breaks with older explanations ground in technology and economics and treats the corporation for the first time as a fully social institution Drawing on a variety of social theories and approaches the essays help to point the way toward future studies of this powerful and enduring institution offering a new periodization and a new set of question for scholars to explore The range of essays engages the legal and political position of the corporation the ways in which the corporation has been shaped by and shaped American culture the controversies over corporate regulation and corporate power and the efforts of minority and disadvantaged groups to gain access to the resources and opportunities that corporations control

Vault Guide to Conquering Corporate America for Women and Minorities Patricia Kao, Susan Tien, 2003 Featuring tips and firsthand experiences from dozens of professional women and minorities this first of its kind Vault guide offers expert advice on succeeding in the corporate world

[The HBR Diversity and Inclusion Collection \(5 Books\)](#) Harvard Business Review, 2021-04-20 Push forward diversity equity inclusion and racial justice at your organization The time is now to develop a company culture that seeks and celebrates difference combats racism and strives for equity The HBR Diversity and Inclusion Collection offers the ideas and strategies you need revitalize your D I efforts for the good of all Included in this set are HBR s 10 Must Reads on Diversity HBR s 10 Must Reads on Women and Leadership HBR s 10 Must Reads on Building a Great Culture HBR s 10 Must Reads on Managing Across Cultures Racial Justice The Insights You Need from Harvard Business Review It contains more than 50 articles selected by HBR s editors from renowned thought leaders such as Sheryl Sandberg Adam Grant Robert Livingston and Joan C Williams and features the indispensable articles Toward a Racially Just Workplace by Laura Morgan Roberts and Anthony J Mayo and Making Differences Matter A New Paradigm for Managing Diversity by David A Thomas and Robin J Ely The ideas and insights in the HBR Diversity and Inclusion Collection will help you take bold steps toward progress and equality in your company

Our Separate Ways, With a New Preface and Epilogue Ella Bell Smith, Stella M. Nkomo, 2021-08-10 Named to the shortlist for the 2021 Outstanding Works of Literature

OWL Award in the Women in Business Category Addressing gender alone won't help women rise to the top Although women come from widely diverse backgrounds they share a common assumption upon entering the workforce I have a chance Along the way however they discover that people question their authority challenge their intelligence and discount their ideas And while gender is a common denominator among these women race and class are often wedges between them In *Our Separate Ways* Ella Bell Smith and Stella M Nkomo take an unflinching look at the surprising differences between Black and White women's trials and triumphs on their way to the top Based on groundbreaking research the book compares and contrasts the experiences of 120 Black and White female managers in America Powerful stories bring to life the women's often difficult journeys from childhood to professional success highlighting the roles that gender race and class played in their development Now with an updated preface and epilogue the book provides candid discussions of the continuing challenge of achieving race and gender equality in the midst of deep political and ideological divides You'll discover how White women have perhaps unwittingly aligned themselves more often with White men than with Black women and how systemic racism and biases still exist in organizations But you'll also learn what to do to leverage the talents of all women and eliminate systemic racism for good Whether you lead an organization or simply want to better understand the dynamics at play in business today you'll discover provocative ideas for creating a better workplace and encouraging equality for everyone

Our Separate Ways Ella L. J. Bell Smith, Stella M. Nkomo, 2003-03-24 In *Our Separate Ways* authors Ella Bell and Stella Nkomo take an unflinching look at the surprising differences between black and white women's trials and triumphs on their way up the corporate ladder Based on groundbreaking research that spanned eight years *Our Separate Ways* compares and contrasts the experiences of 120 black and white female managers in the American business arena In depth histories bring to life the women's powerful and often difficult journeys from childhood to professional success highlighting the roles that gender race and class played in their development Although successful professional women come from widely diverse family backgrounds educational experiences and community values they share a common assumption upon entering the workforce I have a chance Along the way however they discover that people question their authority challenge their intelligence and discount their ideas And while gender is a common denominator among these women race and class are often wedges between them In *Our Separate Ways* you will find candid discussions about stereotypes learn how black women's early experiences affect their attitudes in the business world become aware of how white women have perhaps unwittingly aligned themselves more often with white men than with black women and see ways that our country continues to come to terms with diversity in all of its dimensions Whether you are a human resources director wondering why you're having trouble retaining black women a white female manager considering the role of race in your office or a black female manager searching for perspectives you will find fresh insights about how black and white women's struggles differ and encounter provocative ideas for creating a better workplace environment for everyone

Handbook of Workplace Diversity Alison M Konrad, Pushkala Prasad (ed), Judith

Pringle,2006-01-10 Showcases the scope of international perspectives that exist on workplace diversity and defines this field This book is a useful resource for students and academics of human resource management organisational behaviour organisational psychology and organisation studies Organization and Identity Alison Linstead,2005-08-12 Exploring identity as a contemporary concern in everyday life and in the social sciences this book focuses on how ideas about identity can be applied to organization and management studies The contributors all respected authorities in the field use and develop recent philosophical thought on the nature of identity and question the key social divisions of gender class and nation Bringing approaches from contemporary philosophy into the area of organization theory this book critically assesses their relevance and impact in a way which interrupts identity as a notion **The Model Black** Barbara Banda,2022-06-27 This book is for anyone who wants to understand what being more inclusive at work means especially as it relates to black leaders It is intended for those people who are saying I don t know where to start I don t know what to do and I don t know what to say when understanding and talking about race at work Based on candid interviews with 30 successful black leaders it peels away the multifaceted layers of black British leaders in organisations to offer a new way of thinking about the black British experience This book provides the insights and ideas required to have positive conversations about race at work and to create work environments where black leaders can thrive In identifying the attributes and behaviours that successful black leaders have in common this book offers new ways of thinking about black people at work that help to further inclusion It shines a light on the daily reality of being a black leader in the workplace providing an alternative entry point for conversations around inclusion and explores what individuals and organisations can do to increase inclusion in the workplace Through first hand stories this book explores the challenges compromises struggles and successes that black people encounter and the range of strategies they employ to achieve success as they navigate the white workplace It is essential reading for business leaders in the private public and third sector human resources professionals students anyone teaching or mentoring black students or leaders and everyone interested in understanding race and furthering inclusion in the workplace *Coaching and Mentoring* Robert Garvey,Bob Garvey,Paul Stokes,David Megginson,2017-10-23 This book is not available as a print inspection copy To download an e version click [here](#) or for more information contact your local sales representative Drawing on extensive research and the authors own experiences as coaches and mentors the book offers a critical perspective on the theory and practice of coaching and mentoring The Third Edition is split into four parts and has been updated to include the contemporary debates issues and influences in the field It features a collection of new international case studies drawn from the USA Africa Asia and South America along with an increased emphasis on current topics such as internal coaching schemes e technologies and social media In addition to these features there are four new chapters Perspectives on Coaching and Mentoring from around the Globe Comparing case studies written by practitioners in locations around the world The Skilled Coachee An examination of the role of coachee in the coaching and mentoring process

Question of Ethics A chapter devoted to the ethical issues inherent in coaching and mentoring Towards a Meta Theory A chance for the reader to conceive new ways to engage with theory and practice The book is complemented by a companion website featuring a range of tools and resources for instructors and students including PowerPoint slides flash cards and access to full text SAGE Journal articles Suitable reading for students on coaching and mentoring modules

Racial Justice: The Insights You Need from Harvard Business Review Harvard Business Review, Robert W. Livingston, Laura Morgan Roberts, Joan C. Williams, Anthony J. Mayo, 2020-12-01

Seize this moment to advance racial justice at your organization In the wake of widespread anti racism demonstrations across the world many companies have spoken out forcefully They ve made unprecedented commitments to equity and launched ad campaigns and task forces to counter racism especially anti Black racism But now comes the real test harnessing the energy of this moment to further and sustain change for the better Racial Justice The Insights You Need from Harvard Business Review will help you combat racism and bias throughout your company revitalize your diversity and inclusion efforts and lead the conversations necessary to bring your organization a step closer to racial equity Business is changing Will you adapt or be left behind Get up to speed and deepen your understanding of the topics that are shaping your company s future with the Insights You Need from Harvard Business Review series Featuring HBR s smartest thinking on fast moving issues blockchain cybersecurity AI and more each book provides the foundational introduction and practical case studies your organization needs to compete today and collects the best research interviews and analysis to get it ready for tomorrow You can t afford to ignore how these issues will transform the landscape of business and society The Insights You Need series will help you grasp these critical ideas and prepare you and your company for the future

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