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Nota di contenuto	""Cover""; ""CONTENTS""; ""ILLUSTRATIONS""; ""FOREWORD 1""; ""FOREWORD 2""; ""ACKNOWLEDGMENTS""; ""1. THE BUSINESS CASE FOR INTEGRATING HR AND DIVERSITY STRATEGY""; ""The Global Imperative""; ""Diversity, Demography, and HR Strategy""; ""Driving Change From the Outside In""; ""Misconceptions About HR's Diversity Role""; ""Barriers to Integrated HR/Diversity Practices""; ""Ten Predominant Themes in HR/Diversity Transformation Across All Sectors""; ""Unifying Bureaucracy to Create Synergistic Talent Approaches""; ""Strategic and Tactical Questions for Further Discussion"" ""Case Study 1: Formation of the HR Outreach and Diversity Office in the State of Rhode Island""""Case Study 2: Leading a Global HR/Diversity Initiative at the Society for Human Resource Management""; ""References""; ""2. RECIPROCAL EMPOWERMENT: The Foundation of Inclusive Talent Practices""; ""Reciprocal Empowerment as Organizational Commitment""; ""Defining the Discourse of Diversity and

Inclusion"; ""Diversity Capability as a Core Intangible Asset"; ""HR's Diversity Evolution"; ""HR Redesign for Diversity"; ""The Pathway to Inclusion: Why Reciprocal Empowerment Matters""

""Strategic and Tactical Questions for Further Discussion"" Case Study 3: Building Diversity Capability at Ingersoll Rand"; ""Case Study 4: Strategic HR and Diversity Collaboration at Duke University"";

""References""; ""3. DIVERSITY COMPETENCIES OF THE HR LEADER"";

""The Six Competency Domains for Diversity"; ""Intercultural Sensitivity and Engagement""; ""The New Frontiers of Intelligence""; ""Creating Vanguard Organizations Through HR/Diversity Leadership""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 5: Visioning and Planninga€?Diversity and HR at Sodexo""

""References"" 4. HR LEADERS AS ARCHITECTS OF DIVERSITY CHANGE"; ""HR Leader Self-Assessment""; ""Assessing Organizational Readiness for HR/Diversity Strategy Integration""; ""Creating Capacity for Transformational Change""; ""Mapping the Phases of Diversity Organization Development""; ""Barriers to Collaboration""; ""Challenges and Opportunities""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 6: Integrating HR and Diversity Governmental Strategy at the U.S. Office of Personnel Management""; ""References""

""5. CREATING THE HR TALENT INFRASTRUCTURE FOR DIVERSITY"" The Talent Management Platform"; ""Talent Sustainability""; ""Talent Segmentation""; ""Global and Local: The Talent Challenge""; ""The Loss of Diverse Talent""; ""The Value of a Talent Compact""; ""The HR Vision, Mission, and Values Statements""; ""Systematic Gap Analysis""; ""Developing a Strategic HR/Diversity Talent Planning Process""; ""Strategic and Tactical Questions for Further Discussion""; ""Case Study 7: Launching a Transformative Diversity Initiative in the Largest HR Professional Association in Higher Education""

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