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Nota di contenuto	Cover -- Title Page -- Copyright Page -- Contents -- Foreword -- Acknowledgements -- Introduction -- Cake, liquorice and an unfortunate Danish company -- It's nothing personal - it's systemic -- Enhancing diversity intelligence is sustainable governance -- Overview of the book -- Are you ready for change? -- Part 1 Introducing Diversity Intelligence -- Chapter 1 A Shift in Mindset -- Representation is not a marker of inclusion -- Why diversity is a sensitive issue -- It is a matter of perception -- Summary -- Chapter 2 Where the Money Lies -- The dividend of equal representation -- The dividend of enhanced gender balance -- Why is gender balance important in business? -- The link between innovation and diversity -- What sparks the discussion about gender balance on boards? -- Money talks... -- What is the penalty for failing to act? -- Two truths: financial benefits and talent acquisition -- The importance of mastering diversity -- How diversity benefits decision-making -- Where to begin with diversity intelligence? -- Summary -- Chapter 3 Why Hasn't This Happened Already? -- Organisational inclusivity is a fundamental factor -- Focus on the human -- Diversity vs inclusion -- Companies are trying, but... -- Are you asking the right questions? -- Are you running a marathon or starting a sprint? -- Top management has to walk the talk -- Something doesn't add up -- How to start your cultural revolution --

Ten reasons why this hasn't happened already -- Remembering diversity is different to equality -- Summary -- Part 2 How to Reach Diversity Intelligence -- Chapter 4 Roles and Responsibilities -- Where to start -- What are your company's core values? -- Why you have to walk the talk -- The role of the CEO in D&I initiatives -- The role of the board -- "We need a sprint, not a marathon" -- Time has run out -- The role of D&I Champions.
How to choose a D&I Champion -- The importance of developing inclusive leadership -- How you can develop inclusive leadership -- The role of communication -- Summary -- Chapter 5 Synchronising the Executive Team -- Why is it so important for those in top management to be synchronised on D&I? -- Influences on CEOs and executive teams -- Why is D&I strategy different to other corporate strategies? -- Why is D&I different? -- What do you have to invest to synchronise your top management team? -- Strong facilitation is essential for effective sessions -- An overview of a LEGO® Serious Play® session -- Can't we just look at the data? -- Summary -- Chapter 6 Basing Your D&I Strategies on Data -- Diversity intelligence has to be driven by data -- What is an inclusion survey? -- The main purposes of an inclusion survey -- How myths lead to the wrong initiatives -- The positive side effects of carrying out regular inclusion surveys -- Why are inclusion surveys foundational? -- Summary -- Chapter 7 Inclusive Leadership Training -- What is inclusive leadership and why should we care? -- What characterises a successful inclusive leader? -- The need for inclusive leadership -- Why inclusive leaders are important for businesses -- How do leaders become inclusive leaders? -- Predict and control vs sense and respond -- Summary -- Chapter 8 D&I Champions: Supporting Cultural Transformation -- Why you need D&I Champions -- Why educate D&I Champions? -- What characteristics do D&I Champions need? -- What do D&I Champions do? -- What do D&I Champions need to know? -- Hacking the company culture -- D&I Champions and their relationship with top management -- Summary -- Chapter 9 Unconscious Bias -- What is unconscious bias? -- Why is unconscious bias a problem?.
Who needs unconscious bias training? -- What is unconscious bias training? -- Potential issues resulting from poorly delivered unconscious bias training -- Resistance to unconscious bias training -- If unconscious bias causes problems, why do we have it? -- Stereotypes are a product of unconscious bias -- Covering is another product of unconscious bias -- What can you do about unconscious bias? -- How can you tell if unconscious bias training is effective? -- Summary -- Chapter 10 Cultural Intelligence -- The business case for cultural intelligence -- Striking the right balance -- When in Rome... -- Cultural intelligence is a skill -- Cultural parameters to be aware of -- How to navigate cultural intelligence: the CQ Wheel -- Summary -- Chapter 11 Creating Gender Balance and Mobilising Men -- Evaluating initiatives for improving gender balance -- The 13 initiatives for accelerating gender balance in your organisation -- The traps: gender balance initiatives to avoid -- Summary -- Part 3 Models/Recommendations for Change -- Chapter 12 Resources: The Four Steps Towards Inclusivity -- Answering the unasked questions -- Taking three steps back -- Why the focus on unconscious bias training? -- You might be surprised by what you find -- Set goals alongside your strategy -- The wheel keeps turning -- Summary -- Chapter 13 The Future of D&I in the Workplace -- Show me the money -- A matter of survival -- D&I initiatives will gather pace -- Businesses that don't keep up will lose talent -- Mindsets are changing -- Dark clouds on the horizon -- Inclusion will become universal -- From D&I to I&N -- What do you see

	in your future? -- Chapter 14 Where Do You Go from Here? -- Change is coming -- Inclusion is a mindset -- Only fools rush in -- Get the support you need -- Become the role model you want to see -- About the Author. Index -- EULA.
Sommario/riassunto	A practical roadmap to building a diverse and inclusive work culture In Diversity Intelligence: How to Create a Culture of Inclusion for your Business, keynote speaker and diversity and inclusion expert Heidi R. Andersen delivers a step-by-step walkthrough of how to create an inclusive culture, and break down the barriers to achieving diversity. You'll find practical advice for creating the necessary cultural transformation that results in diversity intelligence, reaching well beneath the surface until it's embedded in the foundation of your organization. The author describes the tools, methods, concepts, and goals that are essential to this transformation. In this important book, you'll also: Learn how to properly define "diversity" and make a strong business case for creating a culture of inclusion Explore case studies of companies who successfully managed to implement diversity, inclusion, and sustainable governance initiatives Discover why so many diversity and inclusion programs fail despite the best of managerial intentions Perfect for business owners and founders, board members, executives, managers, change agents, CHRO's and other business leaders seeking to transform their firm's culture for the better, Diversity Intelligence is a must-read guide for supporting and driving positive organizational change.