

1. Record Nr.	UNINA9910813817703321
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Titolo	The illusion of inclusion : global inclusion, unconscious bias and the bottom line // Helen Turnbull
Pubbl/distr/stampa	New York, New York (222 East 46th Street, New York, NY 10017) : , : Business Expert Press, , 2016
ISBN	1-63157-458-2
Edizione	[First edition.]
Descrizione fisica	1 online resource (xxi, 152 pages) : illustrations
Collana	Human resource management and organizational behavior collection, , 1946-5645
Disciplina	658.3008
Soggetti	Diversity in the workplace Discrimination in employment Social integration Assimilation (Sociology)
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	1. The bottom line: the real deal on inclusion -- 2. Inclusion Ground Hog Day: stop spinning your wheels -- 3. Hard-mired: the immutable forces of inclusion -- 4. The perennial presence of dominance -- 5. Bumping in to our blind spots -- 6. The geometry of inclusion -- 7. Fighting the force(s) -- 8. The permeable forces of inclusion -- 9. Familiarity does not breed contempt -- 10. We cannot all be idiosyncratic -- 11. The wolf in inclusive clothing -- 12. You cannot ask for a white coffee -- 13. Golf, inclusion, and the Rubik's cube -- 14. Peaceful coexistence: a line in the sand and a call to action -- Index.
Sommario/riassunto	We may say we want to be inclusive, but what if we really don't? What if our brains are hard-wired for selfishness and similarity and not for diversity and altruism? What if our vision of ourselves as well-intentioned people is at odds with the reality of who we really are and what we really think? Having a diverse workforce is no guarantee that the work environment is inclusive and engaged. Companies hire for diversity and manage for similarity. We hire people for their difference and then teach them directly and indirectly what they have to do to fit in to the corporate culture. The 2015 Gallop Poll found that 51 percent

of employees surveyed are "disengaged" at work and 17.2 percent are described as "actively disengaged." This book exposes a myriad of diverse reasons why people are not more fully engaged and directly addresses the need to own the unconscious biases and blind spots that are barriers to inclusion and offers you the key to unlock the "Geometry of Inclusion." It takes the lid off Pandora's box and explores the complexity of inclusion; where affinity bias or "mini-me" syndrome and the need to fit in are unconsciously blocking our ability to be inclusive. It offers a road map through this complexity and an easy to comprehend model on how to minimize the impact of unconscious and conscious biases in order to leverage and retain top talent and embed an inclusive organizational culture.

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