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| Altri autori (Persone)  | ClutterbuckDavid<br>RaginsBelle Rose  |
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| Nota di contenuto       | Mentoring and Diversity: An international perspective; Copyright; Contents; Preface: how to read this book; 1 Gender and race in mentoring relationships: a review of the literature; 2 Understanding diversified mentoring relationships: definitions, challenges and strategies; 3 Establishing and sustaining a formal mentoring programme for working with diversified groups; 4 Building and sustaining the diversity-mentoring relationship; 5 What every diversity mentor should know about stereotyping; 6 Individual case studies Sexual orientation and mentorship: the benefits of a gay mentor/gay protege relationshipFione, Bob and office politics: a case study of intimacy; Race, gender and mentorship: going beneath the surface; Working with Bob; Mentoring and the lesbian connection - USA; My experience as a mentor on the University of Hertfordshire's 'Women Entrepreneurs' course - UK; Intergroup diversity dynamics and mentoring - USA; Mentoring for diversity: an international perspective - UK; Lloyds TSB plc - UK; 7 Some further reflections by the mentor 8 Differences that make a difference: common themes in the individual |

case studies of diversified mentoring relationships9 Organizational case studies; Diversity by accident: London Borough of Ealing; Mentoring up at Procter & Gamble - USA; Mentoring to help women set up a business - UK; A diversity mentoring programme: advisory circles - USA; A case study from SAS - Sweden; Mentoring teen parents: fostering individual and community resilience - USA; Mentoring for disability in the Civil Service - UK; Embracing diversity at Sheffield Hallam University - UK  
The Probation Service: a congruent mentoring network - UKMentoring the many faces of diversity - UK; The Pakistani Mentoring Partnership, an Excellence in Cities Learning Mentor in Birmingham - UK; Transco women's mentoring programme - UK; Disabled writers' mentoring scheme - UK; Mentoring for diversity or conformity: rhetoric and reality - UK; BT Ethnic Minority Network Mentoring Programme - UK; Building a mentoring culture: the World Bank experience; 10 Some key issues for diversity mentoring; Index

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Sommario/riassunto

Organizations with a diverse workforce will have a leading edge in the New World economy. 'Mentoring and Diversity' illustrates the importance of mentoring as a proactive tool in diversity initiatives, and demonstrates how mentoring can be used to recruit, develop and retain a diverse and innovative workforce. This book brings together new and innovative perspectives on diversity and mentoring relationships within a variety of international settings. 'Mentoring and Diversity' provides a unique blend of research and practice, and is an indispensable guide for any

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