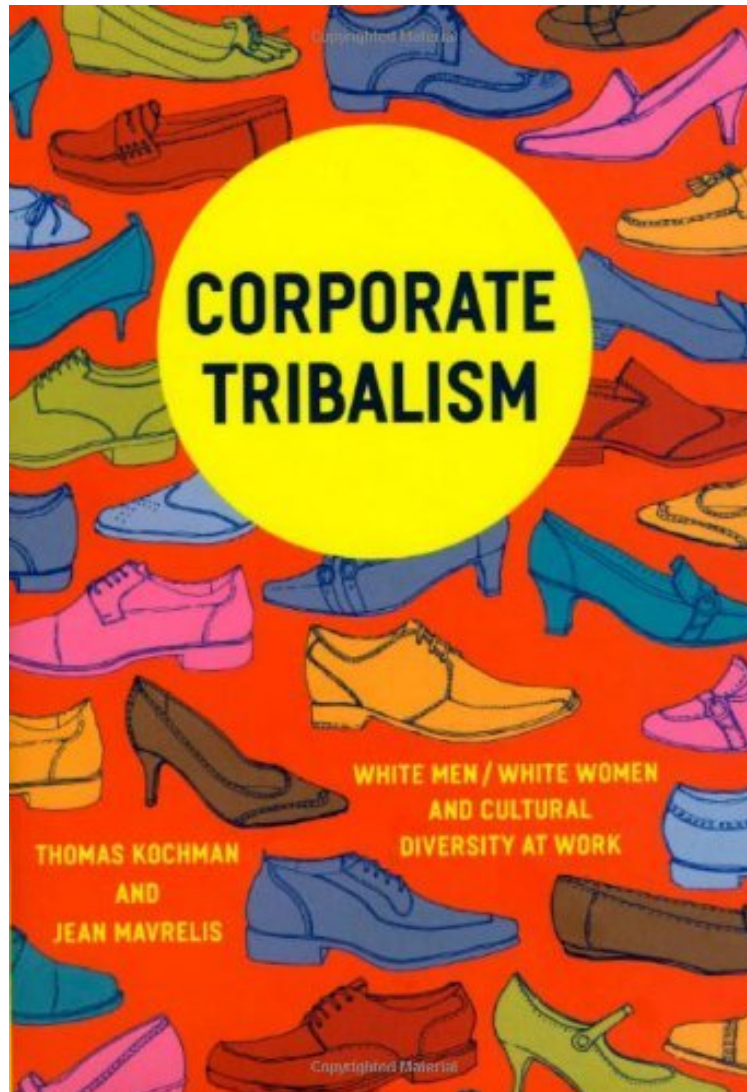


Corporate Tribalism: White Men/White Women and Cultural Diversity at Work

Thomas Kochman, Jean Mavrelis
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0 of 0 people found the following review helpful. Praises to Jean Mavrelis!By prentiss slaughterJean Mavrelis is a genius. ThisBook is one of the most valuable assets for navigating the modern workplace.0 of 0 people found the following review helpful. good bookBy Misty L Rathsurprised how good of shape the book was in; especially coming from goodwill. not the easiest read but well worth it.1 of 2 people found the following review helpful. Cultural

Diversity Demystified By Vi Brown Business partners and co-authors, Kochman and Mavrelis, have produced a work of art - Corporate Tribalism - that demystifies the subject of diversity and inclusion in the workplace. Based on years of research and training on the topic, they have applied bold new colors to an old conversation by asking the question, "What happens when different cultures and genders collide at work?" Using objective brush strokes, they answer the question by noting the differences in cultural styles and social experiences for several dominant groups in today's U.S. work force. Included in this vibrant discussion is the communication style for each group, and the holes in the communication canvas that can and do develop based on cultural differences and their unintended consequences. The co-authors properly frame this masterpiece by providing solutions to a number of social adjustment issues. I highly recommend this book to anyone who is interested in better understanding diversity and inclusion and cultural conflicts in working and non-working environments.

The 2008 elections shattered historical precedents and pushed race and gender back to the forefront of our national consciousness. The wide range of reactions to the efforts of Barack Obama, Hillary Clinton, and Sarah Palin dramatically reflected ongoing conflicts over diversity in our society, especially in the venue where people are most likely to encounter them: work. As more and more people who aren't white men enter corporate America, we urgently need to learn how to avoid clashes over these issues and how to resolve them when they do occur. Thomas Kochman and Jean Mavrelis have been helping corporations successfully do that for over twenty years. Their diversity training and consulting firm has helped managers and employees at numerous companies recognize and overcome the cultural bases of miscommunication between ethnic groups and across gender lines—and in Corporate Tribalism they seek to share their expertise with the world. In the first half of the book, Kochman addresses white men, explicating the ways that their cultural background can motivate their behavior, work style, and perspective on others. Then Mavrelis turns to white women, focusing on the particular problems they face, including conflicts with men, other women, and themselves. Together they emphasize the need for a multicultural—rather than homogenizing—approach and offer constructive ideas for turning the workplace into a more interactive community for everyone who works there. Written with the wisdom and clarity gained from two decades of hands-on work, Corporate Tribalism will be an invaluable resource as we look toward a future beyond the glass ceiling.

Kochman and Mavrelis provide analyses, anecdotes, and examples from their research and training experiences that give richness and credibility to their reasoning. As a consequence, their discussions are vivid, insightful, and stimulating. Their arguments about the connection between the cultures of racial, gender, and ethnic groups and the conflicts that can surface between and among members of them are thought-provoking. And their timely conclusions will be relevant in the workplace and to society at large.