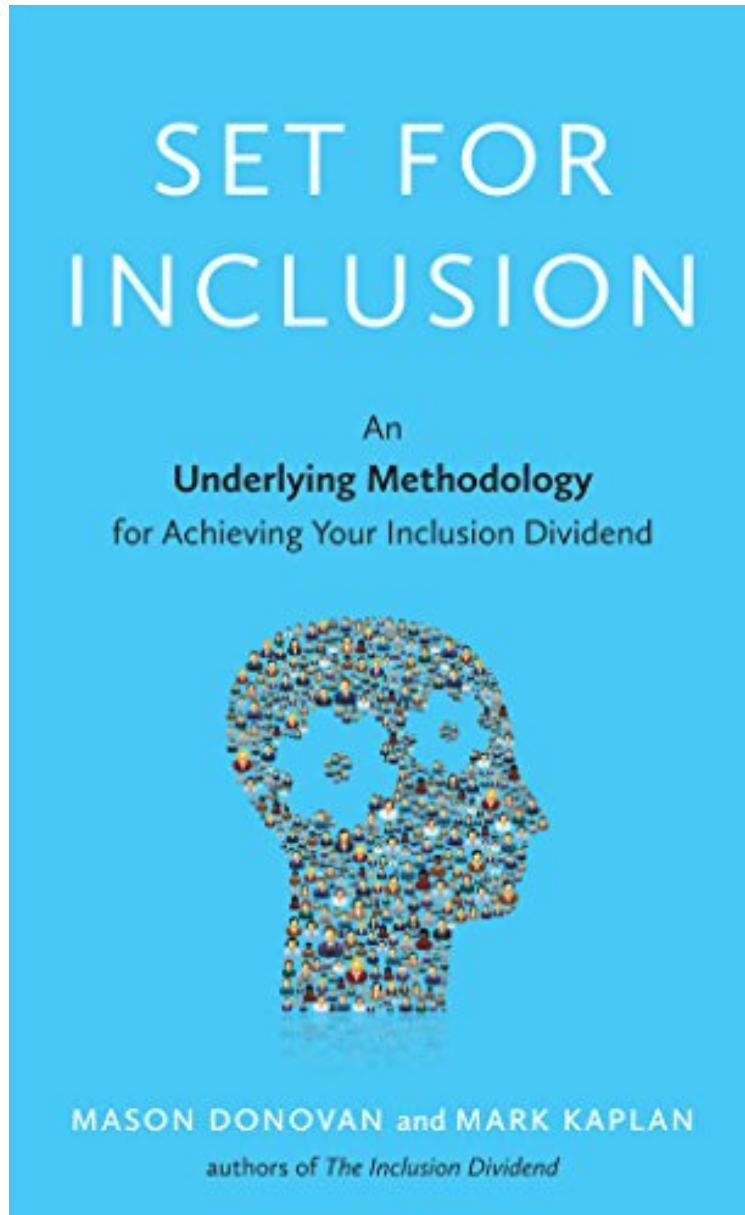


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# Set for Inclusion: An Underlying Methodology for Achieving Your Inclusion Dividend

Mason Donovan, Mark Kaplan  
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**Mason Donovan, Mark Kaplan : Set for Inclusion: An Underlying Methodology for Achieving Your Inclusion Dividend** before purchasing it in order to gage whether or not it would be worth my time, and all praised Set for Inclusion: An Underlying Methodology for Achieving Your Inclusion Dividend:

0 of 0 people found the following review helpful. I would highly recommend this book to anyone seeking practical

tools for immediately ...By A. MayesProbably the most difficult thing to understand when it comes to effectively leveraging diversity and inclusion to improve business results is how to implement actions that actually make a difference. SET for Inclusion, by applying a very simple decision-making model, provides the reader with a clear understanding of the awareness AND actions necessary to create greater inclusion. By following three fictitious, yet realistic, characters at varying levels of seniority in a company (C-suite executive, middle manager, and individual contributor), Donovan and Kaplan provide a simple roadmap for understanding the process necessary to interrupt unconscious bias in decision-making and take action for lasting change. I would highly recommend this book to anyone seeking practical tools for immediately increasing inclusion in any organization.0 of 0 people found the following review helpful. Concrete, doable actions make inclusiveness a reality -- this book shows how!By S. RinderleDonovan and Kaplan have done it again! This book is exactly what it claims to be -- the rare, practical "DI" book that gives corporate leaders and employees concrete, doable actions to leverage diversity by making inclusiveness a reality. As a diversity inclusiveness practitioner myself, I appreciate the clear, concise, engaging writing and the three realistic people the book follows throughout. SET for Inclusion is an essential companion to The Inclusive Dividend and makes a valuable contribution to creating a true meritocracy in the workplace, and aligning good intentions with positive impacts. Thank you!0 of 0 people found the following review helpful. Beyond awareness to action...By GarciaDonovan and Kaplan have been able to demonstrate how one can move from simple awareness of diversity and inclusion to a method for taking action to reduce one's tendency to unintentionally exclude others in the workplace. The key is their focus on decision making, and taking us through easy to understand examples of how, for more challenging decisions, each of us can work through a process to increase our ability to be more inclusive of others. Easy to read and valuable for business leaders to think differently and take action to be more inclusive.

One of the biggest challenges for organizations over the past forty years has been integrating inclusiveness into practical day-to-day leadership. In the authors' first book, The Inclusion Dividend, they made the case for inclusive leadership as a measurable asset to an organization; it shows up in the bottom line and in other measurable results. In SET for Inclusion, Donovan and Kaplan take that one step further by guiding leaders through the application of a framework to lead inclusively. The authors discuss the current research on unconscious bias and insider-outsider dynamics and focus on how to translate that current research into best practice for leaders. SET for Inclusion follows the stories of three diverse characters in a large modern organization, a top executive, a middle manager, and an individual contributor. Each of these characters is working to make inclusiveness real, to provide tangible benefits for them as individuals and for the organization. These characters, and their stories, reflect the authors' 45 years of experience in working with middle and senior level managers in a variety of Fortune 1000 companies. The characters' experiences going from self-awareness to action will be very familiar to leaders in large domestic and global organizations. They will provide an important, step-by-step template for leaders who are interested in creating and leveraging diversity and inclusion within their organizations.

SET for Inclusion provides a very realistic methodology for instilling diversity and inclusion concepts into everyday work life decisions. A must read for management strive to move beyond awareness. Lisa Barnum, Director, Inclusion and Equal Opportunity, the Aerospace CorporationDonovan and Kaplan have again produced a very practical and actionable plan for inclusion. SET for Inclusion provides a simplified approach that delivers high impact. Wema Hoover, Global Diversity Inclusion Leader, PfizerWhether you sit in the C-Suite, are in the world of middle management, or are an individual contributor, SET for Inclusion illustrates how easily you can own inclusion in your work space with simple and practical actions. A perfect companion to The Inclusion Dividend. Amy Goldstein, Senior Director, J. Crew