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Diversity Management

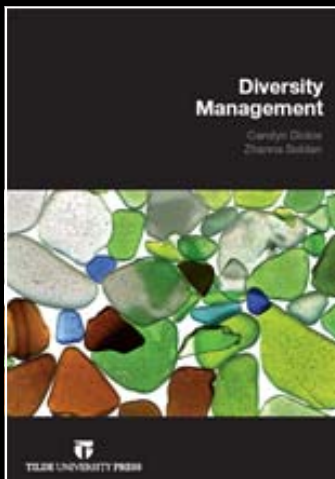
Carolyn Dickie & Zhanna Soldan

Synopsis

Whether in an organisational, state, national or global context, the topic of managing diversity is central to issues and tensions arising through workforce trends. Over the past two to three decades, organisational researchers and practitioners have been drawn to examine individual and organisational outcomes of diversity, with 'managing diversity', 'valuing diversity' and 'diversity as a competitive advantage' becoming quite well-known phrases. Nevertheless, there has been a scarcity of examination of the content, goals and effectiveness of diversity training in organisations .

Key features

- provides clarity and focus to the areas of diversity and diversity training
- illustrates how diversity training and diversity education can inform one another
- outlines the nature of diversity understanding and research for the benefit of educators, training professionals, managers and employees
- each chapter begins with a list of learning objectives which indicate the key concepts to be covered
- terms and concepts review and skill building exercises
- discussion questions and a case study with accompanying questions



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Appendices — Study guide and academic skills

Answer guides

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Carolyn Dickie & Zhanna Soldan

About the Authors

Dr Carolyn Dickie has a PhD in management as well as post-graduate teaching degrees. She has extensive experience in the business world in areas as diverse as finance and operatic companies. She is currently employed as a lecturer with the School of Management at Curtin Business School. For many years Carolyn taught as a sessional lecturer and in that time taught in the areas of management, human resource management, communication, cross-cultural communication, ethics and business. She has been engaged in teaching both onshore and offshore programmes at undergraduate and post-graduate level. These experiences have given her a deeper understanding of managing the diversity in a classroom as well as the individual challenges people face in a diverse environment.

Zhanna Soldan is currently completing her PhD studies at Curtin University of Technology focusing on managing diversity in Australia. She is also undertaking research on Leadership. Zhanna has a particular interest in diversity management, strategic management and leadership. She has a Master of Commerce (Management) degree as well as teaching degrees. She has extensive teaching experience at primary, secondary and tertiary levels and has been employed as a sessional academic with the School of Management and Curtin Business School for a number of years



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