

Chart Your Change Newsletter



Chart Your Change is about knowing you're ready for your life to take on another dimension of meaning and growth: trusting yourself to achieve what is possible without yet knowing.

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RADIO SHOW

Amazing Voices Radio

(We are on summer hiatus)

Join Flo and fellow coaches Ellyn Herbert and Sharron Phillips as they engage in dynamic conversations on the growth, evolution, and empowerment of women.

To hear recorded shows go to [BLOG...](#)

THE GIFT OF INSPIRATION

"Human salvation lies in the hands of the creatively maladjusted."

-- Martin Luther King, Jr.

"We have become not a melting pot but a beautiful mosaic."

Vol. 3 Issue: #6

June/2008

Dear Flo,

FROM CONSTELLATIONS TO COMMUNITIES

"For those who have seen the Earth from space, and for the hundreds and perhaps thousands more who will, the experience most certainly changes your perspective. The things that we share in our world are far more valuable than those which divide us."

-- Donald Williams

We are not worlds apart. We are much closer than we think.

Twenty years ago, as we were purchasing property in Pennsylvania, the realtor said, "you're gonna have to pack a lunch to visit your neighbors". Today, I see and hear them all the time and we exchange greetings often.

My current spatial awareness is, of a world transformed into a chain of communities so that I'm more connected to my friend in Taiwan or my colleagues in the Netherlands or Canada. We are frequently moving around the planet, relocating, immigrating and interacting with people from various cultures. I've been told that I live in the most diverse borough of New York City. Our residents represent all the countries of South and Central America, many African countries, all asian and middle eastern countries (I know, I haven't mentioned the Caribbean and many other countries - they are represented nevertheless). I rub elbows with Buddhists from Bhutan and Korean evangelists. I am blessed with an incredible selection and variety of restaurants: several authentic Thai, Columbian, or Indian and then there's the Himalayan Yak.

What makes this city great, resilient and dynamic is the richness of its diversity; the many cultures that sometime mesh and sometime clash.

*mosaic. Different people,
different beliefs, different
yearnings, different hopes,
different dreams."
-- Jimmy Carter*

*"If we cannot end now our
differences, at least we can
help make the world safe for
diversity."
-- John F. Kennedy*

*"The price of the democratic
way of life is a growing
appreciation of people's
differences, not merely as
tolerable, but as the essence
of a rich and rewarding
human experience."
-- Jerome Nathanson*

Join Our List

Join Our Mailing List!

Riding on this spirit of the global village, I have been attracting "global" clients for some time but have only recently articulated that as a coach -- I work with culturally diverse professional women and help them achieve the level of success they desire AND be satisfied with their lives.

In the process, I have been enriched by the experience of our cultural differences and invite you to explore the same opportunities of diversity in your workplace.

Do you have a question for me? Click on the new offering, [Ask Coach Flo.](#)

MONTHLY
DESTINATION:

Articles on evolving,
enhancing skills and
transforming



**IF DIVERSITY TRAINING DOESN'T WORK,
WHAT DOES?**

*"If we are to achieve a richer culture, rich in
contrasting values, we must recognize the
whole gamut of human potentialities, and so
weave a less arbitrary social fabric, one in
which each diverse human gift will find a
fitting place."*

-- Margaret Mead

A groundbreaking new study by sociologists (who sifted through decades of federal employment statistics) has shown that Diversity Training has had little to no effect on improving workplace relations or on the racial, ethnic and gender mix of a company's top ranks.

So what does work? The study's findings in this area were striking too: at companies that assigned a person or committee to oversee diversity, ensuring direct accountability for results, the number of minorities and women climbed 10% in the years following the appointment. Mentorships worked too, particularly for black women, increasing their numbers in

management 23.5%. Most effective has been the combination of all these strategies.

Having a multipronged approach gets results. GE appointed a chief diversity officer. In 2000, women, minorities and non--U.S. citizens made up 22% of GE's officers and 29% of senior executives. By 2005, their ranks swelled to 34% among officers and 40% of senior execs. A significant change. A major part of their success was a result of accountability at the top. Accountability for the careers of women and minorities requires a substantial commitment of time, staff and money--but it works!

To those who may be thinking, why bother? The answer may not be so obvious:

- *We humans, (as managers and employees) behave according to biases that are deeply ingrained in our social context and believe our frustrations are based on facts, when often, they are based on judgments, evaluations and biases.*
- *In organizations, these social biases are reflected in the company's culture and management practices and has a detrimental effect on diverse groups. Often, impacting negatively on performance and productivity.*
- *Being inclusive allows employees who do not necessarily conform to the "established" norm to flourish within the organization.*
- *We think of ourselves as good and decent people, yet we have blind spots when seeing our own behavior.*
- *People have an unjustified tendency to assume that a person's actions depend on what "kind" of person that person is rather than on the social and environmental forces influencing the person. In other words, we tend to attribute other people's behavior very differently than our own (this is called the fundamental attribution error).*

So, in the best of all possible worlds, we still need to clean up our act.

Study conducted by Frank Dobbin of Harvard, Alexandra Kalev of the University of California, Berkeley, and Erin Kelly of the University of Minnesota

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TRUE NORTH:

Articles on Direction and the Road Less Traveled

CHOOSE YOUR SOURCE OF MOTIVATION --



And make the shift your authentic self desires:

MOTIVATION A OR MOTIVATION B

BE AT CHOICE VS. IMPULSIVE BEHAVIOR

HONOR YOUR STANDARDS VS. IMPRESSING OTHERS

BUILD TRUST VS. AVOIDANCE

SERVE ONE'S SELF VS. PLEASING OTHERS

TRUE COMPASSION VS. ANGER, REVENGE,
& JUDGING OTHERS

Go to the [Motivation Grid](#).

Do you have a question for me? Click on the new offering, [Ask Coach Flo](#).

JOURNEY'S END:

Articles, thoughts on insights and taking the leap

SHIFT YOUR PERSPECTIVE

As a culturally diverse individual, you bring a fresh perspective to the organizational "norm", use your perceived drawback as a strength. Power is taken, not given. Impact your organization positively -- create diversity power.

"One day our descendants will think it incredible that we paid so much attention to things like the amount

of melanin in our skin or the shape of our eyes or our gender instead of the unique identities of each of us as complex human beings."

-- Franklin Thomas in Gloria Steinem, Outrageous Acts and Everyday Rebellions, 1983

Have a joyful month.



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