

CRACKING

THE CORPORATE CODE



**The Revealing Success Stories of
32 African-American Executives**

PRICE M. CONRS AND JUDITH L. TURNER

Cracking The Corporate Code The Revealing Success Stories Of 32 African American Executives

Norris Dorsey



Cracking The Corporate Code The Revealing Success Stories Of 32 African American Executives:

Cracking the Corporate Code Price M. Cobbs, Judith L. Turnock, 2003 In exclusive interviews these men and women recount their impressive and widely differing career trajectories revealing what motivated and discouraged them their sources of support and conflict and the strategies they developed to excel in organizations like PepsiCo GE Merrill Lynch Kraft Prudential Chrysler and dozens more Jacket *African American Men and Opportunity in the Navy* Arthur L. Dunklin, 2014-11-21 The United States military is often presented as a model of equal opportunity employment In this work the author examines and challenges this assertion with respect to the Navy Dunklin studies Navy claims of meritocracy and training processes profiles the careers of eight senior enlisted African American servicemen and examines barriers to African American inclusion First hand accounts and interviews provide insight into the coping mechanisms and struggles of African Americans in the Navy The author concludes by offering suggestions to improve the Navy equal opportunity environment

Diversity and Leadership Jean Lau Chin, Joseph E. Trimble, 2014-09-02 Although leadership theories have evolved to reflect changing social contexts many remain silent on issues of equity diversity and social justice Diversity and Leadership by Jean Lau Chin and Joseph E Trimble offers a new paradigm for examining leadership by bringing together two domains research on leadership and research on diversity to challenge existing notions of leadership and move toward a diverse and global view of society and its institutions This compelling book delivers an approach to leadership that is inclusive promotes access for diverse leaders and addresses barriers that narrowly confine our perceptions and expectations of leaders Redefining leadership as global and diverse the authors impart new understanding of who our leaders are the process of communication exchange between leaders and their members criteria for selecting training and evaluating leaders in the 21st century and the organizational and societal contexts in which leadership is exercised The Art of Inclusion Norris Dorsey, 2006 Success Stories of African Americans in the Nonprofit Sector presents the stories of 6 executives whose stories define African American business success Thriving in spite of multiple obstacles they have enjoyed extraordinary careers at and helped build the fortunes of nonprofit organizations In remarkably candid interviews these exemplary professionals reveal not only the secrets of their successes but the sources of their fears their most difficult challenges and their hopes for the future Their experiences are presented according to what they reveal about the black experience in the white centric workplace from uncertainty to confidence from struggle to strength and from enjoying success to giving back in the name of those whose fortunes have yet to turn Auténtico, Second Edition Dr. Robert Rodriguez, Andrés T. Tapia, 2021-07-06 America has an urgent need for Latino and Latina executives This book identifies a path to uplift and amplify their representation in leadership Latinos and Latinas will account for a third of our workforce by 2050 yet they make up only 5 percent of senior roles in corporate America Dr Robert Rodriguez and Andr s T Tapia call this low percentage of Latino and Latina corporate executives today the 5 percent Shame Inspired by Price M Cobbs s seminal work on the secrets of

successful Black leaders this book seeks to understand the impact on Latinos and Latinas of the external forces of conscious and unconscious biases and of the internal forces of whether to assimilate or double down on their cultural identities in their quest to get ahead The second edition features a new foreword by Henry Cisneros former secretary of the Department of Housing and Urban Development as well as updated statistics and graphs to represent how America's career landscape for Latinos has and has not changed and how to ensure Latinos can rise to their fullest potential Using insights from in depth interviews with twenty highly successful boomer Latino and Latina executives and focus groups with dozens of Gen X and millennial leaders the authors have captured lessons about how these individuals chose their career paths addressed challenges and seized opportunities The discussions are interpreted through the lenses of the authors different personal experiences as Latino leaders in corporate America and synthesized as a guide for future leaders

My American Life
Price Cobbs, 2006-07-11 From the coauthor of *Black Rage* one of the 20th century's most profound examinations of race in America comes a memoir of struggle and triumph a moving portrait of the black experience

The SAGE Handbook of African American Education
Linda C. Tillman, 2008-07-17 This Handbook received an honorable mention at the 2009 PROSE Awards The PROSE Awards annually recognize the very best in professional and scholarly publishing by bringing attention to distinguished books journals and electronic content in over 40 categories This volume fills the tremendous void that currently exists in providing a much needed lens for cultural leadership and proficiency The approach provides a wide divergence of perspectives on African American forms of leadership in a variety of diverse leadership settings Len Foster Washington State University The SAGE Handbook of African American Education is a unique comprehensive collection of theoretical and empirical scholarship in six important areas historical perspectives teaching and learning PK 12 school leadership higher education current issues and education policy The purpose of the Handbook is to articulate perspectives on issues affecting the participation and leadership of African Americans in PK 12 and postsecondary education This volume also addresses historical and current issues affecting the education of African Americans and discusses current and future school reform efforts that directly affect this group Key Features Promotes inquiry and development of questions ideas and dialogue about critical practice theory and research on African Americans in the United States educational system Makes significant contributions to the scholarship on African Americans in the broad context of U S education and society Addresses the central question in what ways do African Americans in corporate private and public positions influence and shape educational policy that affects African Americans The SAGE Handbook of African American Education is a unique comprehensive collection of theoretical and empirical scholarship in six important areas historical perspectives teaching and learning Pre K 12 school leadership higher education current issues and education policy

TEACHERS OF COLOR A wise scientist once argued that to doubt everything or to believe everything often results in the same solution set both eliminate the need for reflection This handbook provides an intellectual space for those interested in true reflection on the human

ecology of the African American experience in schools communities and society The Handbook of African American Education is a repository of information developed to advance the human service professional William F Tate IV Washington University in St Louis This handbook represents the most comprehensive collection of research on African Americans in education to date Its breadth spans the historical the political institutional and community forces that have shaped educational opportunities and attainment among African Americans The review of extant research on a range of topics from the role of culture and identity in learning teacher preparation educational leadership to higher education and educational policy is far reaching and cutting edge This volume has historic significance and will become a classic collection on African American education for scholars and practitioners alike Carol D Lee Professor Northwestern University Vice President Division G American Educational Research Association This handbook is needed as a basic reference for professors and graduate students conducting research on the education of Blacks in America Frank Brown University of North Carolina at Chapel Hill

Pathways to Higher Education Administration for African American Women Tamara Bertrand Jones, LeKita Scott Dawkins, Melanie Hayden Glover, Marguerite M. McClinton, 2023-07-03 For Black women faculty members and student affairs personnel this book delineates the needed skills and the range of possible pathways for attaining administrative positions in higher education This book uses a survey that identifies the skills and knowledge that Black women administrators report as most critical at different stages of their careers as a foundation for the personal narratives of individual administrators career progressions The contributors address barriers strategies and considerations such as the comparative merits of starting a career at an HBCU or PWI or at a public or private institution Their stories shine light on how to develop the most effective leadership style how to communicate and the importance of leading with credibility They dwell on the necessity of listening to one's inner voice in guiding decisions of maintaining integrity and having a clear sense of values and of developing a realistic sense of personal limitations and abilities They illustrate how to combine institutional and personal priorities with service to the community share how the authors carved out their distinct and purposeful career paths and demonstrate the importance of the mentoring they received and provided along the way A theoretical chapter provides a frame for reflecting on the paths traveled These accounts and reflections provide enlightenment inspiration and nuggets of wisdom for all Black women who want to advance their careers in higher education *Auténtico* Robert Rodriguez, Andrés T. Tapia, 2021-07-06 America has an urgent need for Latino and Latina executives This book identifies a path to uplift and amplify their representation in leadership Latinos and Latinas will account for a third of our workforce by 2050 yet they make up only 5 percent of senior roles in corporate America Dr Robert Rodriguez and Andrés T Tapia call this low percentage of Latino and Latina corporate executives today the 5 percent Shame Inspired by Price M Cobbs's seminal work on the secrets of successful Black leaders this book seeks to understand the impact on Latinos and Latinas of the external forces of conscious and unconscious biases and of the internal forces of whether to assimilate or double down on their cultural

identities in their quest to get ahead The second edition features a new foreword by Henry Cisneros former secretary of the Department of Housing and Urban Development as well as updated statistics and graphs to represent how America s career landscape for Latinos has and has not changed and how to ensure Latinos can rise to their fullest potential Using insights from in depth interviews with twenty highly successful boomer Latino and Latina executives and focus groups with dozens of Gen X and millennial leaders the authors have captured lessons about how these individuals chose their career paths addressed challenges and seized opportunities The discussions are interpreted through the lenses of the authors different personal experiences as Latino leaders in corporate America and synthesized as a guide for future leaders *Diversity Managers: Angels of Mercy or Barbarians at the Gate* Dr. Shelton J. Goode,2014-01-29 Diversity managers who want to integrate cost effective battle tested initiatives dont have enough tools and resources to identify and apply best practices to actual work situations These programs demand time energy and moneyand the empirical evidence about outcomes is limited The few studies out there contradict each other which can make it nearly impossible to determine what practices to implement Dr Shelton J Goode who has spent more than twenty years as a diversity and human resource management professional cuts through the clutter to help you locate strengths and weaknesses in your diversity strategy You can learn how to benchmark organizational efforts against the actions other companies have taken to manage diversity identify outdated paradigms and misguided diversity management initiatives that have prevented others from capitalizing on talent embedded within the ranks and judge where past efforts have yielded success and which initiatives require a new approach Despite the importance of linking diversity to the organizations bottom line there has been no single comprehensive resource that employees could turn to for guidanceuntil now Business leaders at every level can find best practices to achieve organizational goals in *Diversity Managers Angels of Mercy or Barbarians at the Gate* Black Enterprise ,2006

Changing the Face of Engineering John Brooks Slaughter,Yu Tao,Willie Pearson Jr.,2015-12-15 How can academic institutions corporations and policymakers foster African American participation and advancement in engineering For much of America s history African Americans were discouraged or aggressively prevented from becoming scientists and engineers Those who did enter STEM fields found that their inventions and discoveries were often neither recognized nor valued Even today particularly in the field of engineering the participation of African American men and women is shockingly low and some evidence indicates that the situation might be getting worse In *Changing the Face of Engineering* twenty four eminent scholars address the underrepresentation of African Americans in engineering from a wide variety of disciplinary and professional perspectives while proposing workable classroom solutions and public policy initiatives They combine robust statistical analyses with personal narratives of African American engineers and STEM instructors who by taking evidenced based approaches have found success in graduating African American engineers *Changing the Face of Engineering* argues that the continued underrepresentation of African Americans in engineering impairs the ability of the United States to

compete successfully in the global marketplace This volume will be of interest to STEM scholars and students as well as policymakers corporations and higher education institutions Social and Sustainable Entrepreneurship G. Thomas Lumpkin, Jerome A. Katz, 2011-07-25 Considers the issues of social and sustainable entrepreneurship This title tackles lingering definitional issues such as the distinctions between social sustainable and environmental entrepreneurship or proposes social entrepreneurship research agendas based on key research questions found in prior studies The 5 Disciplines of Inclusive Leaders Andrés T. Tapia, Alina Polonskaia, 2020-10-20 Diversity initiatives are falling short This book shows leaders how to develop the skills needed to build sustainably inclusive organizations using a tested research based model developed by the global organizational consulting firm Korn Ferry According to the journal Human Resource Management companies are spending over 8 billion a year on diversity programs Yet today the senior leadership teams at Fortune 500 companies are far from mirroring the diversity of its workforce and its customers Andr s Tapia and Alina Polonskaia senior leaders at Korn Ferry argue that to build sustainable diversity and inclusion organizations need to have inclusive leaders at all levels In this book Tapia and Polonskaia draw on Korn Ferry s massive database of 3 million leadership assessments to reveal the essential qualities of inclusive leaders They discuss the personality traits these leaders share and detail how to develop what they call the five disciplines of inclusive leadership building interpersonal trust integrating diverse perspectives optimizing talent applying an adaptive mindset and achieving transformation Tapia and Polonskaia also outline the competencies behind each discipline describe individual and organizational exemplars of inclusive leadership and show how the five disciplines enable leaders to unleash the power of all people and to build both structurally and behaviorally inclusive organizations This book will help leaders foster the skills to deal with today s complex challenges and create a more inclusive sustainable and prosperous future for all of us *‘Counting Black and White Beans’* Anton Lewis, 2020-10-26 Across the US and the UK few senior accountants exist in proportion to their white peers This problem is overwhelmingly disregarded due to an inherent assumption of racial neutrality within the field of accountancy This book unpacks the working experience of black accountants to highlight the existence of institutionalized racism The Power of Inclusion Michael C. Hyter, Judith L. Turnock, 2009-12-31 There is an enormous amount of wasted potential within organizations today because most do not adequately tap in to the wealth of human capital available to them Most organizations believe that they are meritocracies but that is a myth that masks the real situation of unequal opportunity that exists in most firms Exclusionary tendencies are built into leadership management and human resources practices that perpetuate unequal opportunity Most companies sort and select hiring others most like themselves and focus training and development on those who are identified as high potential This book makes a business case for a new inclusive model of human resource development driven by the demands of increasingly diverse workplaces and continuing expansion of the global economy It demonstrates that people who succeed often acquire their talent because of the development attention

they have received and it shows how to create a culture of inclusion and development to unlock employee potential and productivity The authors approach developing talent in all employees and aligning human resource systems and senior leadership commitment with that goal is a response to a business challenge facing corporate North America today The patterns of exclusion and preference that limit human potential are universal this book offers management insights for any corporate audience serious about maximizing productivity in the competitive global economy Law and Economics Dana Gold,2009-05-08 Explores the relationship between law and economics principles and the promotion of social justice This title includes chapters that invoke the lens of corporate law theory or the corporate context as part of their analysis of the intersection of economics and social justice Souls of My Young Sisters Dawn Marie Daniels,Candace Sandy,2010-06-01 A Souls of My Sisters Book No woman comes into this world with all the answers but every woman can learn from her sisters In the Essence 1 national bestseller Souls of My Sisters strong successful black women shared their unforgettable personal stories of faith hope and healing Now a dynamic new group of young sisters with hopes and dreams fears and struggles just like you tells their stories of triumph over adversity for the generation coming up Being a young woman today means belonging to an ever expanding global community filled with new opportunities and complicated challenges With change comes choices and making the right ones isn't always easy The journey can seem overwhelming but you're not alone Whether you're dealing with issues of self esteem dating domestic violence cyber stalking or racial profiling within these pages a diverse gathering of women including entrepreneurs activists and entertainers have words of wisdom inspiration and practical information for you So if you're headed to college in the midst of your quarter life crisis or getting your career or family started look to your sisters and their heartwarming sometimes heartbreaking but always encouraging real life stories Souls of My Sisters let all women know it was okay to tell your story and now Souls of My Young Sisters helps young women struggling through life's challenges tell their stories and heal all of us A must read for all women Kyla Pratt Actress If you can't reach a girlfriend to pour out your heart read Souls of My Sisters Souls is just the thing when you need an extra boost Heart and Soul magazine Dawn Marie Daniels brings a spirited array of professional credentials to her role as editor of Souls of My Sisters books She was the editorial force behind a number of award winning authors and has utilized her position and power as one of the book industry's premier editors to ensure that African American projects get the attention they deserve Daniels has established a commanding presence in adult nonfiction with such books as In the Meantime and One Day My Soul Just Opened Up both New York Times bestsellers by Iyanla Vanzant She utilized her years of publishing experience to bring new talent to the surface and helped push them to the forefront of the publishing industry Daniels authors have been published by various imprints such as Prentice Hall Press Fireside Touchstone S S Aguilar Scribner Simon Schuster and Pocket Books Candace Sandy is the President of Candace Sandy Communications a multimedia cooperative targeting women For over ten years Sandy has also served as the communications director for Chairman Congressman Gregory W Meeks D NY of the Sixth

Congressional District a member of the House Foreign Service and Financial Services Committees In her capacity as communications director Sandy has managed both national and international media campaigns in countries that have included Africa Canada the Caribbean China Colombia Cuba Great Britain India Israel Malaysia Peru and Venezuela A frequent lecturer who has served on several high profile political campaigns Sandy has worked tirelessly on behalf of women's issues including poverty domestic violence youth prostitution anticrime financial literacy and reentry into New York City Sandy is the former general manager of New York University radio station WNYU 89.1 FM As a former Radio Advertising Bureau Mercury AD LAB Fellow Sandy covered the 1993 and 1997 Presidential Inaugurations and the 1996 Summer Olympics and has conducted radio interviews with numerous celebrities including Pam Grier Stevie Wonder and Will Smith

Strategies for Success among African-Americans and Afro-Caribbeans Chrystal Y. Grey, Thomas Janoski, 2017-12-18 How can African Americans and Afro Caribbeans from the former British colonies be so different in their approaches toward social mobility Chrystal Y Grey and Thomas Janoski state that this is because native blacks grow up as strangers in their own country and immigrants from the English speaking Caribbean are conversely part of the dominant group Unlike previous research that compares highly educated Afro Caribbeans to the broad range of African Americans this study holds social class constant by looking only at successful blacks in the upper middle class from both groups This book finds that African Americans pursue overachievement strategies of working much harder than others do while Afro Caribbeans follow an optimistic job strategy expecting promotions and success However African Americans are more likely to use confrontational strategies if their mobility is blocked The main cause of these differences is that Afro Caribbeans grow up in a system where they have many examples of black politicians and business leaders 35-90% of their countries are black and African Americans have fewer role models 12-14% of the United States are black Further the schooling system in Afro Caribbean countries does not label blacks as underachievers because the schools are almost entirely black A further problem that African Americans face is the resentment of a small but significant number of blacks who have little social mobility They accuse socially mobile African Americans of acting white which is a phenomenon that Afro Caribbeans almost never face and they call it an African American thing To demonstrate this difference *Strategies for Success among African Americans and Afro Caribbeans* does a historical comparative analysis of the differences between the black experience after slavery in the United States and Jamaica Trinidad and Tobago Guyana and St Kitts Nevis The authors interview fifty-seven black people and find consistent differences between the US and Caribbean black citizens Using theories of symbolic interaction and resentment this work challenges previous studies that either claim that Afro Caribbeans are more motivated than African Americans or studies that show that controlling for class each group is more or less the same **Library Journal**, 2003 Includes beginning Sept 15 1954 and on the 15th of each month Sept-May a special section School library journal ISSN 0000-0035 called Junior libraries 1954-May 1961 Also issued separately

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