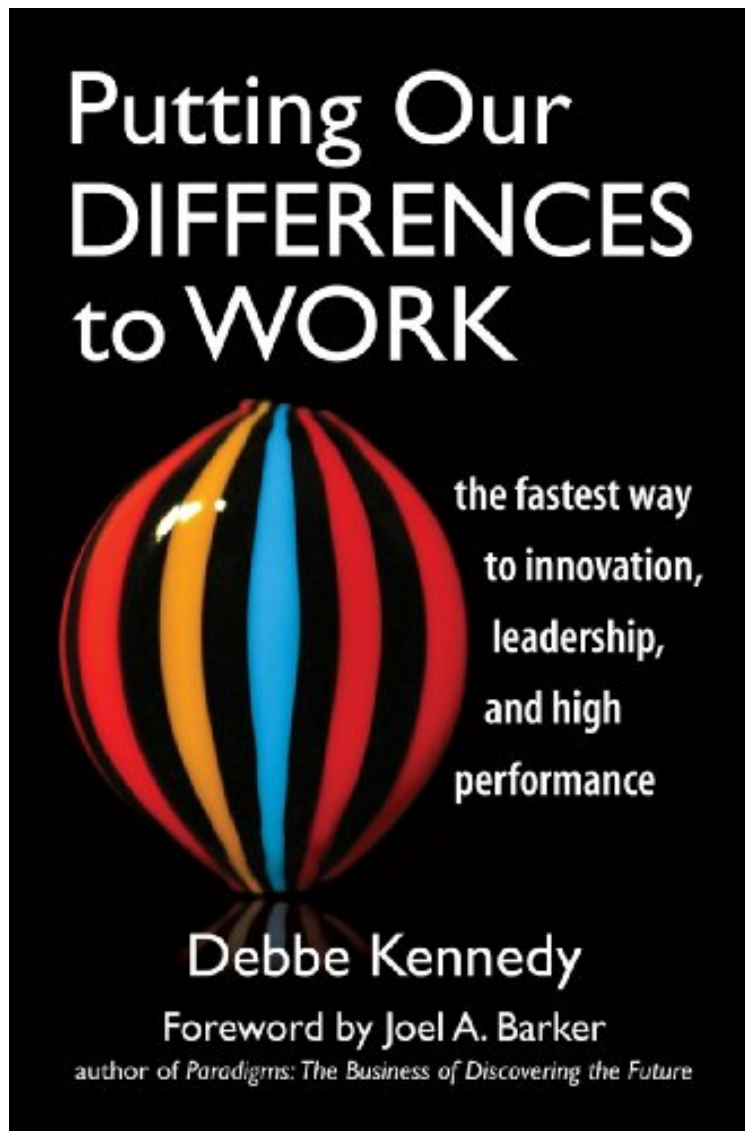


[Free pdf] Putting Our Differences to Work: The Fastest Way to Innovation, Leadership, and High Performance

Putting Our Differences to Work: The Fastest Way to Innovation, Leadership, and High Performance

Debbe Kennedy

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Debbe Kennedy : Putting Our Differences to Work: The Fastest Way to Innovation, Leadership, and High Performance before purchasing it in order to gage whether or not it would be worth my time, and all praised Putting Our Differences to Work: The Fastest Way to Innovation, Leadership, and High Performance:

1 of 1 people found the following review helpful. Connecting the right dots--right...By OHYN"Siemens chief says its managers are too German, white and male" by Richard Milne in London, Financial Times, USA, Wednesday June 25

2008, p.1, col.3. The article above is a report ready-made for "Putting Our Differences to Work," underscoring the pertinence of the subject matter of Debbé Kennedy's book: Siemens is not alone. However, this book goes beyond the trite "'Diversity' solution" parroted by many industrial leaders; in fact, in so many ways, it is not quite about diversity. Nor does the book apply to Industries and Businesses alone: from self-help / personal growth to family to management of Nations and States, there is use for, and value in, this book. And, do not expect the kind of pedantic presentation of material typically seen in Industrial and Business white papers, executive summaries, consulting reports and the sort. The story-telling style used for this type of material is entirely refreshing (especially coming from an author steeped, as it were, in the tradition of Business and Industry): it makes for easy reading and mass appeal. Often, one reads a book quite mindful of the title and generally oblivious of the subtitle: not this book. The title is married to the subtitle: keep this tight couple in mind in order to reap the most benefit from "Putting Our Differences to Work...the fastest way to innovation, leadership, and high performance." If there's only one book to read this year, make it "Putting Our Differences to Work..." You will be richer for that. Of course, considering what its chief is quoted as saying as above, Siemens could sure use the book, and there is Siemens everywhere! Oguchi Nkwocha, MD. California USA. June 25 2008

0 of 0 people found the following review helpful. Making a Strong Case for the Business Value of Differences in the Workplace By Maureen Putting Your Differences to Work is a beautiful combination of strong research, case studies, personal stories and masterfully executed writing and design. Debbé Kennedy creates a strong case for why differences matter then she provides a thorough road map to help you implement this approach in your organization. Unlike many dry business books, this one offers a clear actionable process illuminated with insightful stories from her personal experience along with a broad range of case studies to illustrate the key points and bring the entire book alive. This book is a must read for all organizational leaders.

0 of 0 people found the following review helpful. Useful Differences By Russ Volckmann Debbé Kennedy has produced a remarkable book, Putting Our Differences to Work, in which she provides a convincing case for the importance of differences at work for fostering innovation. She also offers a framework for engaging differences and putting them to work to foster changes in organizations (in all domains) that are essential in engaging effectively and developmentally with the turbulence of our time. While this review will share some highlights of her work with you with a strong recommendation that this book is an important read for those stepping into leader roles in organizations today, it is also a presentation of some questions and concerns about how we understand works such as this in the diversity of worldviews exposed by adult development theories and models such as Spiral Dynamics, as well as treatments of developmental stages related to variables of being human. In a nutshell, Kennedy's argument is for an intentional approach to working with diversity and leveraging differences among individuals in organizational populations to foster generative and creative approaches for engaging the development of everything from strategy to implementation of change. She provides a wealth of material from experiences in and by managers and others in organizations and businesses, as well as her own experience at IBM, HP, the United States Army and elsewhere. These stories are used to identify key points that guide us in engaging differences and making them work in support of win-win-win approaches. All of this is organized around a robust and not necessarily linear series of activities. For the full review of this book with a comment by the author, go to[...]

Putting our differences to work means creating an environment where people, naturally unique and different—diverse by nature and experience—can work more effectively in ways that drive new levels of creativity, innovation, problem solving, leadership, and performance in the marketplaces, workplaces, and communities of the world. Debbé Kennedy shows how to make all the dimensions of difference—such as thinking styles, perspectives, experiences, work habits, and management styles, as well as more traditional diversity considerations like gender, race, ethnicity, physical abilities, sexual orientation, and age—tremendous sources of strength. Kennedy draws on the latest research and a wealth of real-world examples to offer compelling evidence showing exactly how putting our differences to work accelerates innovation and contribution. She identifies five distinctive qualities of leadership that leaders must add to their portfolio of skills to make differences an engine of success. And she provides a detailed six-stage process for making the most of differences in the workforce, combining first-person best-practice stories and strategic with tactical ideas to help you put each step into action. Kennedy has written both a personal and a practical guide that changes the prevailing rules of how to think, behave, and operate as a leader, connecting four diverse elements of business and society that have traditionally been siloed: innovation, leadership, diversity, and inclusion. She and futurist Joel Barker also look at how new discoveries, including Web 2.0 technologies, can draw us closer together in previously unimagined ways.

From the Publisher "The dangers of 'groupthink' are painfully apparent across our world. That's why diversity, broadly understood, is so essential to innovation and progress - as Debbé Kennedy reminds us in this pragmatic and wise guide for leaders." -Mike Wing, Vice President, Strategic Communications, IBM "Personal, reflective, insightful and inspirational. Full of great ideas and a very powerful story that shows how we need to redefine leadership and diversity in order to help make the world a better place. Needs to be widely read - urgently!" -Dr. Bruce Lloyd Emeritus Professor of Strategic Management London South Bank University "The power of Debbé Kennedy's storytelling helps

us all see our own accomplishments in a new light. At the same time, the stories encourage us to take our leadership to a new level. The six steps she offers provide a roadmap to leaders and organizations on how to effectively put differences to work." -Emily J. Duncan former Vice President, Culture and Diversity, Hewlett Packard Emily Duncan Consulting "Debbe teaches us how diversity accelerates innovation to everyone's advantage. This is a win-win-win book in which you and your people win, your organization wins, and the world wins." -Excerpt from Foreword by Joel A. Barker Futurist, filmmaker and bestselling author of Paradigms: The Business of Discovering the Future "Leaders must find new sources of growth more than ever today. After questioning what leadership means while reading Putting Our Differences to Work, I found myself focused on one thing: I, the leader, must first harness our people's rich and diverse experiences, cultures and perspectives to attract growth." Debbe Kennedy compels us to see the source of unimagined growth that is locked within the people in our organization. Unlock, innovate and win... together." -Lane A. Michel Executive Vice President Quaero Corporation Accelerating Marketing Performance "We know that to create a sustainable, peaceful, and socially just world, we must change our attitudes toward relationships and the ways we conduct business. Debbe Kennedy's Putting Our Differences to Work spells this out eloquently. It blazes a trail down the path to this new paradigm, offering us guidelines, solutions, and hope. A book for this amazing time of challenges and opportunities!" -John Perkins author of Confessions of an Economic Hit Man and The Secret History of the American Empire

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From the Back Cover Making Differences the Key to Success The differences between people can be a powerful source of new ideas, innovative solutions, and breakthrough organizational strategies. In this powerful new book, Debbe Kennedy describes the qualities leaders must have to leverage all the dimensions of difference, going far beyond traditional diversity considerations. And using case examples, first-person best-practice stories, tools, and exercises, she lays out a proven six-step process for bringing people together to create new products, new services, and new levels of contribution. "The dangers of 'groupthink' are painfully apparent across our world. That's why diversity, broadly understood, is so essential to innovation and progress - as Debbe Kennedy reminds us in this pragmatic and wise guide for leaders." -Mike Wing, Vice President, Strategic Communications, IBM "Rarely has there been a more relevant, more needed guidebook for leaders of the future than Putting Our Differences to Work. Debbe Kennedy has illuminated diversity, innovation, and leadership in a way that will help leaders across the sectors to redefine the future in our times of massive change." -Frances Hesselbein, Chairman and Founding President, Leader to Leader Institute, and former CEO, Girl Scouts of the USA "The power of Debbe Kennedy's storytelling helps us all see our own accomplishments in a new light while encouraging us to take our leadership to a new level. The six steps she offers provide a road map for leaders and organizations on how to effectively put differences to work." -Emily J. Duncan, former Vice President, Culture and Diversity, Hewlett-Packard "Leaders must find new sources of growth more than ever today. After questioning what leadership means while

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