



Growing Courageous Leaders

Field-Tested Real-World Solutions to Workplace Diversity

These field guides address the most timely and critical issues of leadership and workplace diversity with refreshing candor. Each one focuses on a specific aspect of diversity and the key issues of the players involved. All three books offer practical, solution-oriented steps to lead you through some of the trickiest territory of today's organizations: the very personal – and often very political – problems and questions of individual and group identity. Written in plain English, without corporate jargon or self-help double-speak, they provide a field-tested real-world approach to growing leadership capacity while navigating the dynamics of workplace interpersonal relationships.

"Proudman, Welp and Morris have very effectively translated into print their profound work in diversity partnerships. They've described the complex humanity involved in leadership in crisp phrases with great clarity. The reflective questions will surely enable the reader to connect head with heart to truly achieve personal growth in partnering for diversity."

Lars Houmann, Executive Vice President and Chief Operating Officer, Florida Hospital

"This excellent series, on fostering skill-building in partnership surrounding diversity issues, is practical and relevant for both genders and interfacing with all races and ages."

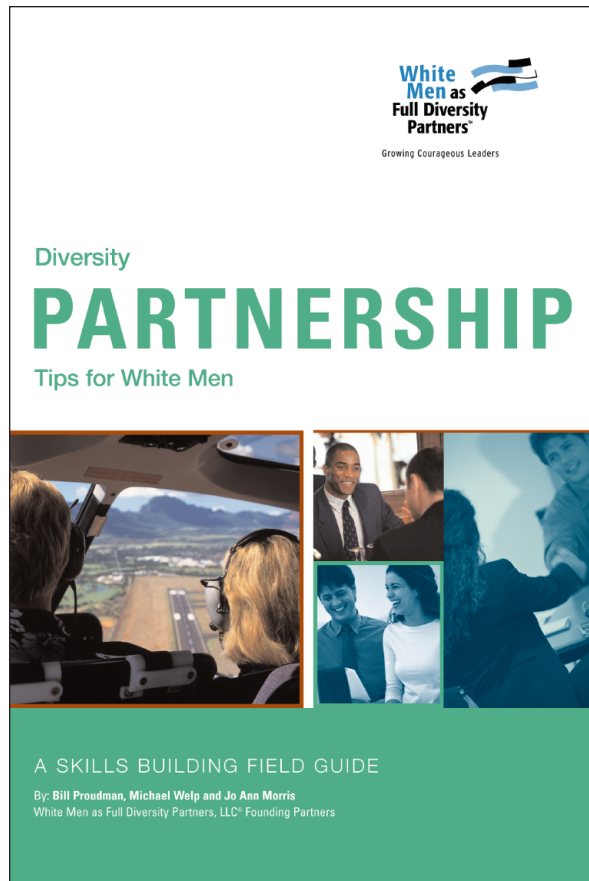
Angeles Arrien, Ph.D., cultural anthropologist and author of Working Together and The Four-Fold Way

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Diversity Partnership Tips for White Men: A Skills Building Field Guide

By Bill Proudman, Michael Welp, Jo Ann Morris

\$15.95 ISBN 0-9754192-1-8



At last, a book that puts the invisible partners of diversity – white men – in the spotlight. This paradigm-busting field guide invites white men to step out of the shadows and fully join their organizations' diversity efforts. Because, contrary to popular belief, their engagement is critical to the success of any serious diversity initiative. Only when white men form vital partnerships with other white men, white women and people of color can organizations move from mere *pro forma* head count increases to a genuinely new, inclusive culture.

Part of the challenge is understanding where white men are coming from. You'll learn what white male culture is, and how it affects the white man's business success. And you may be surprised to find out that despite their dominant position, white men are often overtly excluded from mainstream diversity efforts. That's not a good thing, because there are powerful reasons why white men should care about – and invest in – diversity initiatives (hint: the stakes are much higher than most white men realize). Choosing to get involved in diversity actually helps white men build leadership skills; we'll show you how. Plus, we outline new ways to smash old barriers so white men can partner more effectively with others.

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"White men think of diversity as being about everyone else but them. One challenge in bringing white men on board as diversity players is to get them to examine and reflect on the lens through which they see the world. Another challenge is offering them a viable role in creating an inclusive work environment at all levels of the organization. This field guide will go a long way toward helping white men realize these important goals."

Thomas Kochman, Co-Director, Kochman Mavrelis Associates, Inc.
Author: *Black and White Styles in Conflict*

"Being a white male is different than many of us imagine. Readers are in for some wonderful and disturbing discoveries. This guide offers us the opportunity to be more fully male and more fully human."

Geoff Bellman, Author of *Getting Things Done When You Are Not in Charge* and *The Consultants Calling: Bringing Who You Are to What You Do*.

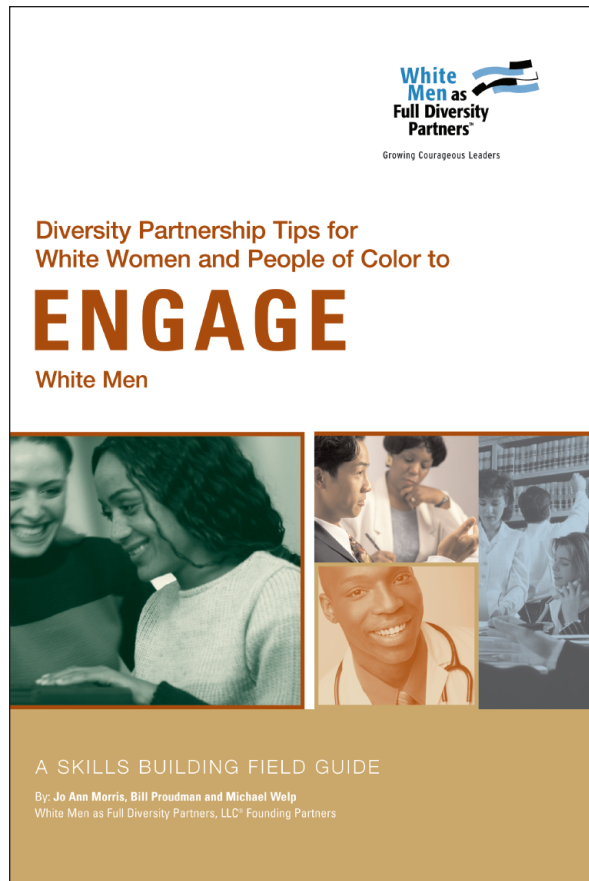
"My work with WMFDP has been some of the most interesting and informative of my entire professional career. The opportunity to learn and understand who I am as a white male, and all that entails both positive and negative, will help me interact more effectively with everyone."

David Ratcliffe, CEO Southern Company

Diversity Partnership Tips for White Women and People of Color to Engage White Men: A Skills Building Field Guide

By Jo Ann Morris, Bill Proudman, Michael Welp

\$15.95 ISBN 0-9754192-2-6



Open this book, open your mind, and climb out of your box. This field guide tackles workplace diversity with startling candor and delivers refreshingly practical solutions for individuals and groups. You'll encounter provocative questions that stretch your thinking and lead to surprising new insights about the assumptions that drive your behavior.

For instance, did you know that your ability to fully partner with others is often blocked not by *their* resistance, but by your *own* hidden beliefs? Before you can cultivate truly effective partnerships, there is some essential groundwork you must do on your own. This guide will show you how to move from low collaboration to high collaboration. Of course, the other part of the equation is understanding others. In this book you'll learn about the unconscious attitudes that govern the ways white men do – and don't – participate in diversity efforts. You'll even discover why it's difficult for white women and people of color to see what white men *really* know about diversity. (Hint: white men are people, too.) Consider this guide required reading for all white women and people of color who want to work more effectively with white men and others.

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"We all need to learn how to partner more effectively with others. How we partner with those who are different from ourselves is the most critical issue of the twenty-first century. This guide is an important contribution to that process."

Fred Miller and Judith Katz, Kaleel Jamison Consulting Group, Inc., and coauthors of *The Inclusion Breakthrough*

"Engage in this rare and unique guide that answers typically unasked questions. It makes explicit suggestions that will enhance diversity work for all of us."

Robert Hayles, Ph.D., former Vice President of Human Resources and Diversity with The Pillsbury Company, and coauthor of *The Diversity Directive*.

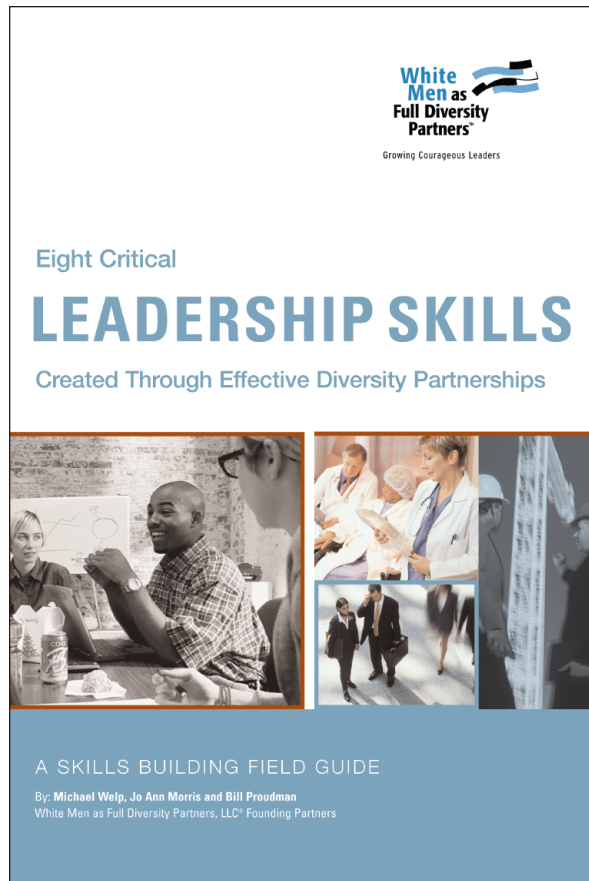
"This field guide offers a non-threatening, enlightening challenge to action that gives white women and people of color the keys to creating more inclusive, satisfying and effective relationships with white men. Blame, guilt and defensiveness are not part of this process. Clear information, guidelines and examples for real change are. This is a powerful addition to the resources for healthy, practical and effective diversity management."

Anita Rowe, Partner in Gardenswartz & Rowe and coauthor, *Managing Diversity: A Complete Desk Reference and Planning Guide*

Eight Critical Leadership Skills Created Through Effective Diversity Partnerships: A Skills Building Field Guide

By Michael Welp, Jo Ann Morris, Bill Proudman

\$15.95 ISBN 0-9754192-0-X



The secret is out: While there's no shortage of business leadership programs to sign up for, they may not be the best places to build the complex skills you need to effectively lead in today's complex workplaces. This landmark field guide brings the most sought-after talents right to your doorstep. You'll learn how real leadership is best cultivated: by working with the diverse people around you. As you read and reflect on the thought-provoking questions and do the activities described, you'll boost your ability to lead – and improve your organization's business results.

We consider such defining questions as: What is courage? Where does it come from? And why do you need it at work? You'll find out how to escape the all-too-common trap of simplistic either/or thinking and embrace the normal paradoxes of every workplace – so you can work *with* reality instead of *against* it. Using our roadmap for difficult conversations, you'll learn about the detours, dangers and delays you're likely to encounter so you can anticipate and overcome them. In the same vein, we show you how to stay on your intended path through periods of change by allowing for the inevitable turbulence, uncertainty and resistance. And, not least, we explore how you can develop a fuller and deeper kind of leadership by connecting your head and your heart.

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"Authentic leadership and genuine diversity are intimate partners: grow one and you grow the other. This exceptional field guide gives you the practical tools to become a more effective, enlightened leader."

Kevin Cashman, CEO of LeaderSource and bestselling author of *Leadership from the Inside Out* and *Awakening the Leader Within*

"This book is an excellent guide to essential leadership skills and actions for making progress with diversity issues. It provides sound and practical advice in clear terms. Every leader dealing with changing the way diversity is practiced and valued should read this guide."

Michael Kennedy, President, Transportation Business Group, CH2M HILL

"Leadership development is fundamentally personal development and it begins with an exploration of the inner territory. This book goes a long way toward opening up that inner door, and gently but directly guides us through some key avenues for being the person that others would want to partner and affiliate with. An important field guide for all leaders."

Barry Z. Posner, Ph.D., Dean and Professor of Leadership, Leavey School of Business, Santa Clara University, and coauthor of *The Leadership Challenge*