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The Diversity Scorecard (Improving Human Performance)

Edward Hubbard

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IMPROVING HUMAN PERFORMANCE SERIES

THE DIVERSITY SCORECARD

Evaluating the
Impact of Diversity
on Organizational
Performance

EDWARD E. HUBBARD

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Edward Hubbard : The Diversity Scorecard (Improving Human Performance) before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Diversity Scorecard (Improving Human Performance):

0 of 0 people found the following review helpful. I had to write a review on diversity and this ...By CustomerI had to write a review on diversity and this book had a thorough overview on diversity and its measurement. It is a worthy book to be bought

'The Diversity Scorecard' is designed to provide step-by-step instructions, worksheets and examples to help diversity executives and managers analyze and track the impact of their diversity initiatives to mobilize the organization for strategic culture change. Diversity is not a program; it is a systemic process of organizational change that requires measurement for organizational improvement and success. Measuring the progress and results of diversity initiatives is a key strategic requirement to demonstrate its contribution to organizational performance. Diversity executives, professionals and managers know they must begin to show how diversity is linked to the bottom-line in hard numbers or they will have difficulty maintaining funds, gaining support, and obtaining resources to generate progress. Many organizations collect some type of diversity-related data today, even if it focuses only on Affirmative Action statistics. "The Diversity Scorecard" focuses on tools and techniques to make sure diversity professionals are collecting and measuring the right type of data that will help ensure the organization's success both now and in the future. This book helps the reader spend some time thinking about what they currently measure and adding new measures to a database to track progress towards their diversity vision. The basic premises of this book are that it is important to develop measures that focus on the past, present, and future; and that measures need to consider the needs of the organization's diverse workforce, its work climate, diverse customers, the community, and shareholders. Part I of "The Diversity Scorecard" identifies the need for diversity measurement highlighting a business case for diversity and providing an introduction to diversity measurement. Part II of the book outlines the diversity return on investment (DROI) process taking you through step-by-step processes and techniques. Part III teaches you how to use measures in six key categories - Diversity Leadership Commitment, Workforce Profile Representation, Workplace Climate, Learning Growth, Diverse Customer / Community Partnerships, and Financial Impact - to build a diversity scorecard that is aligned and linked with the business strategy of the organization. Finally, in Part IV, Dr. Hubbard discusses implementation issues involving strategic change procedures and techniques to avoid the pitfalls inherent in a diversity-based cultural transition process.

"...In The Diversity Scorecard Dr. Hubbard takes us from theory to practice. His metrics cover demographics, climate, internal/external diversity, and suppliers. While most works focus on one particular sector this book uniquely provides strategy, tactics, and communication approaches for all types of organizations...Now you can develop your own diversity scorecard from beginning to end by following the guidance in this book. It will be among the most frequently used sources in my library." --Dr. V. Robert Hayles, Effectiveness/Diversity Consultant; Co-author: The Diversity Directive: Why Some Initiatives Fail and What to Do About It"Edward Hubbard's book is a timely and invaluable contribution to the literature about diversity. It will assist organizations in determining the return on investment of diversity programs as rigorously as they do for other parts of their business."--Price M. Cobbs, M.D."By following the suggestions in The Diversity Scorecard, organizations will be able to view and assess diversity management in the same manner as all other operations that are critical to their success. His approach provides a common language for executives, diversity practitioners, and resource managers that allows for a true objective measurement of the impact that diversity management has on the success of any organization." --Harry R. Gibbs, M.D., Vice President for Institutional Diversity, The University of Texas M. D. Anderson Cancer Center"Dr. Hubbard's book provides a unique approach to aligning Diversity Initiatives with your critical business initiatives. Full of practical tools, complex yet easy to grasp methodologies, this book presents a framework aimed at ensuring targeted, measurable outcomes." -- Je A'anna McCardie"Dr. Hubbard has written a practical, straight-forward book which provides a roadmap to help people manage and measure diversity performance. What makes this book especially worthwhile is that he conveys his ideas in terms that line managers and senior executives will understand and that is how diversity adds value to organization performance and the bottom line." -- Emilio Egea, Vice President Human Resources, Prudential Financial "Diversity practitioners desiring to apply the balanced scorecard approach in the Diversity arena, or to enhance their thinking about "Diversity measurements", will find Ed Hubbard's latest work to be helpful. Without a doubt, this book is a significant contribution to the continuing evolution of the discussion about measurements and Diversity."- Dr. R. Roosevelt Thomas, President, American Institute for Managing DiversityFrom the Back Cover" ...In The Diversity Scorecard Dr. Hubbard takes us from theory to practice. His metrics cover demographics, climate, internal/external diversity, and suppliers. While most works focus on one particular sector this book uniquely provides strategy, tactics, and communication approaches for all types of organizations...Now you can develop your own diversity scorecard from beginning to end by following the guidance in this book. It will be among the most frequently used sources in my library." - Dr. V. Robert Hayles, Effectiveness/Diversity Consultant; Co-author: The Diversity Directive: Why Some Initiatives Fail and What to Do About It"Edward Hubbard's book is a timely and invaluable contribution to the literature about diversity. It will assist organizations in determining the return on investment of diversity programs as rigorously as they do for other parts of their business." - Price M. Cobbs, M.D., CEO and President of Pacific Management SystemsThe Diversity Scorecard is designed to provide step-by-step instructions, worksheets and examples to help diversity executives and managers analyze and track the impact of their diversity initiatives to mobilize the organization for strategic culture change. Diversity is not a program; it is a systemic process of organizational change that requires measurement for organizational improvement and success. Measuring the progress

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About the Author: Dr. Edward E. Hubbard, Ph.D., is President and CEO of Hubbard Hubbard, Inc., Petaluma, CA, an international organization and human performance consulting corporation that specializes in techniques for applied business performance improvement, workforce diversity measurement, instructional design and organizational development.

About the Author: Dr. Edward E. Hubbard, Ph.D., is President and CEO of Hubbard Hubbard, Inc., Petaluma, CA, an international organization and human performance consulting corporation that specializes in techniques for applied business performance improvement, workforce diversity measurement, instructional design and organizational development. Author of more than 40 books, Dr. Hubbard is an expert in Organizational Behavior, Organizational Analysis, Applied Performance Improvement and ROI Measurement Strategies, Strategic Planning, Diversity Measurement and Analytics, and Strategic Organizational Change Methodologies. He holds a Practitioner Certification and Master Practitioner Certification in Neurolinguistic Programming (NLP), a Neuroscience discipline. Dr. Hubbard earned Bachelors, Masters Degrees and earned a Ph.D. with Honors in Business Administration.