



# Developing Diversity Mentoring Programmes: An international casebook

*David Clutterbuck, Kirsten M. Poulsen, Frances Kochan*

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*"I knew I was going to enjoy this book before I started to read it, as to any passionate, mentoring enthusiast, the list of contributors reads like a 'who's who' in the best of mentoring with chapters by some of the greatest global thought leaders and practitioners in mentoring ... This book is a great reference for anyone wanting to set up a diversity mentoring programme of any type, as many of the lessons are very transferable. It is also such a joy to read of the richness of learning that mentoring can bring to mentors and mentees alike, a real treasure for the bookshelf of anyone interested in mentoring programmes."*

*The International Journal of Mentoring and Coaching, Volume X Issue 2, December 2012*

**"This comprehensive but concise book will be useful for any coach or integrative coach who is engaged in supervision, wanting to train as a supervisor, or seeking to understand more about the supervision perspective."**

AICTP Journal, November 2012

*"Developing Successful Diversity Mentoring Programmes fills a gap in the mentoring literature. The editors introduce the topic of diversity with sensitivity and awareness. They then bring together a comprehensive range of real case studies that provide a wonderful resource of examples of diversity mentoring programmes across a wide range of disability, gender, race and culture contexts. The case studies themselves examine necessary programme processes, such as matching and also consider the challenges and lessons learned. The book is informed, insightful and inspiring and will be of immense use to the mentoring community."*

Dr Elaine Cox, Director of Postgraduate Coaching and Mentoring Programmes, Oxford Brookes University, UK

**"This book provides insightful analyses of diversity mentoring principles and their application to real world practice. It is highly timely, internationally relevant and should appeal to scholars, policy makers and practitioners. In these pages you will find a rich mixture of the best examples of mentoring case studies, which shows intersections between diversity groups. The book is particularly significant in amplifying differing voices by not attempting to standardise language used by case studies' contributors. Through the reflective questions in all sections, I think the authors have done an outstanding job in promoting engagement with readers."**

Professor Uduak Archibong, Professor of Diversity, University of Bradford, UK

**"As a diversity practitioner working for a multi-national organisation, I found this a great manual to dip in to for ideas and advice on how best to use mentoring as a means of driving behavioural and organisational change. The case studies are many and varied and offer bite sized and very practical lessons. When mentoring works, it affords both parties the opportunity for personal growth, increased self awareness and increased understanding of different perspectives - all of which are essential to truly value difference. These qualities are the foundations for that sense of inclusion that we all strive for in our daily lives."**

Sarah Churchman, Human Capital Director, Head of Diversity, Inclusion & Employee Wellbeing, PricewaterhouseCoopers LLP, London, UK

Mentoring has become an essential ingredient in the success of diversity management in the workplace and in achieving societal change to accommodate and value difference. This case book brings together a wide range of approaches to designing, implementing, sustaining and evaluating mentoring programmes. It explores what makes mentoring work in a diversity context, and what undermines it; what constitutes good practice and what to avoid.

The international case studies cover many different aspects of difference, including race, culture, physical and mental disability, gender and sexual preference. Thoughtful analysis of these cases reveals many practical lessons for what does and doesn't work well in different contexts.

Edited by three leading authorities in the field, this case book is an essential companion for anyone aiming to establish a mentoring programme in the areas of equal opportunities, diversity management, or leveraging diversity.

**Countries represented in the book:** Australia, Argentina, Canada, Denmark, Great Britain, Germany, Luxembourg, Norway, South Africa, and USA.

### ***Contributors***

Penny Abbott, Olu Alake, Raymond Asumadu, Dellroy Birch, Merridee Bujaki, Maggie Clarke, David Clutterbuck, Jane Cordell, Giulia Corinaldi, Patricia Pedraza Cruz, Tulsi Derodra, Pamela M. Dixon, Nora Dominguez, Jennybeth Ekeland, Gifty Gabor, Coral Gardiner, Tim Gutierrez, Julie Haddock-Millar, Christina Hartshorn, Susanne Sjøes Hejlsvig, Rachelle Heller, Malcolm Johnson, Rita Knott, Frances Kochan, James W. Koschoreck, Alan Li, Catherine Mavriplis, Norma T. Metz, Elisabeth Møller-Jensen, Dra. Silvia Inés Monserrat, Françoise Moreau-Johnson, Catherine Mossop, Loshini Naidoo, Jonelle Naude, Leyla Okhai, Nwamaka Onyiuke, Louise Overy, Martin Parsonage, Shari Lawrence Pfleeger, Cherry Potts, Kirsten M. Poulsen, Peter Quinn, Ann Rolfe, Michail Sanidas, Clive Saunders, Kolarele Sonaike, Lynn P. Sontag, Charlene Sorensen, Jenepher Lennox Terrion, Kimberly Vappie, Cynthia Miller Veraldo, Helen Villalobos, Dieter Wagner, Nelli Wagner, Carol Ann Whitaker, Keith Whittlestone, Helen Worrall, Shaun Wilson-Gotobed and Derek Yee.

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#### **Kathryn Botello:**

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#### **Steven Evans:**

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