



Workplace Diversity - Embracing Disagreement

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Workplace Diversity: The Art of Positive Disagreement©

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~~This paper~~ two-dimensional models of diversity, four phases of understanding, and ways to
~~Workplace Diversity: The Art of Positive Disagreement~~ ~~General George Patton~~ diversity
"To lead and develop people who are in constant agreement with each other means that you
management from an organization. ~~General George Patton~~ learning how to manage
are not leading a truly diverse organization, but rather you are in charge of a homogeneous
disagreement so that it becomes a positive influence within an organization... Disagreement is
organization with different colored[1] faces. An important fact companies must understand
often associated with disruption, disrespect, disobedience, disloyalty, and dissension, and
is that diversity spawns disagreement, but it is not just that disagreement is something you
rightly so, if disagreement is mismanaged it can lead to all of those things. The point is that it
have to put up with in a diverse organization? it is valuable in and of itself.... The real value
does not necessarily have to, and indeed it can have beneficial consequences.
that diversity brings to an organization [is] diversity of thought."