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Rewire: A Radical Approach to Tackling Diversity and Difference

Chris Yates, Pooja Sachdev

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Rewire: A Radical Approach to Tackling Diversity and Difference takes a fresh look at the issue of equality, diversity and inclusion at work. It critiques the current thinking and practices that are responsible for slow progress in this area, while providing readers with a new, holistic and tactical perspective that leverages what we know about influencing and changing people's mind-sets.

The issue of *difference* sits at the core of many of the world's crises. Large corporations are a microcosm of the globalized world we inhabit, and hold significant power in shaping our societies and ideas.

Despite decades of work in diversity and inclusion, little progress has been made because current approaches focus on specific contexts, short-term results and commercial returns, rather than taking into account what we know about human behaviour and addressing the social and economic cultures in which we operate. This book argues that in order to achieve sustainable positive change, we need to focus on how to create a culture of openness, empathy and inclusion – which in turn enables corporate strategy and drives innovation.

The authors, who have worked in a number of leading organizations, including American Express, Caterpillar, HSBC, Towers Watson and the National Health Service, put forward a new approach, based on years of experience of achieving both individual and organizational change. They present:

· A causal map, which describes a wide range of social, biological, psychological, evolutionary and organizational factors that influence how we think and operate.

· A unique step-by-step approach to rewiring our fundamental psychological processes and creating change at an individual, organizational and cultural level.

This book offers corporate executives and social leaders a fresh perspective on diversity and difference, along with the tools to create more inclusive, effective and innovative environments.

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