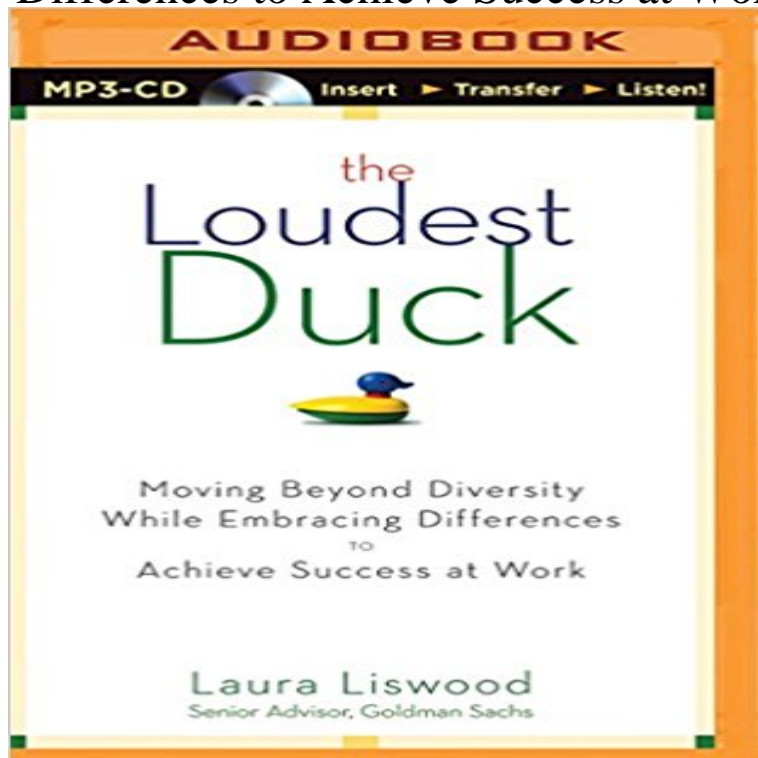


The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work



Here is a business fable that explains why organizations need to move beyond the old-style diversity efforts to actually benefit from difference. In today's modern workplaces, with their many different types of people, cultural and personal differences can be challenges? whether you're a team member or a business leader. Different cultures teach different values, and we carry those values throughout adulthood and into the office environment. Understanding the cultural and gender viewpoints of our colleagues is a major key to healthy, conflict-free work environments. This fable takes its name from a Chinese children's parable about how the loudest duck gets shot. It's a parable that contrasts with the American idiom the squeaky wheel gets the grease. Comparing the two, it's clear that different cultures teach different views, and those views often translate into distinct ways of doing business. In today's global business world, understanding each other? where we come from and what we're taught? is more important than ever. The Loudest Duck uses an entertaining story to share important lessons about why diversity efforts are bound to fail unless we really understand how we unconsciously respond to difference and how to move beyond it.

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