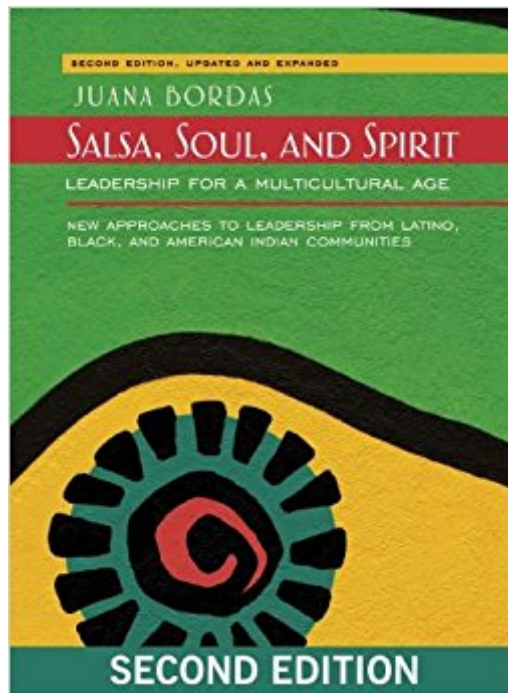




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Salsa, Soul, And Spirit: Leadership For A Multicultural Age



Synopsis

NEW EDITION, REVISED AND UPDATED One of America's historic strengths has been our ability to incorporate aspects from many different cultures to create a stronger whole. Our music, literature, language, architecture, food, fashion, and more have all benefitted. But leadership approaches have remained distressingly Eurocentric. Juana Bordas set out to change this in the first edition of this influential book. She showed that incorporating Latino, African American, and American Indian approaches to leadership into the mainstream can strengthen leadership practices and better inspire today's ethnically rich workforce. This message has only become more urgent. The 2010 census revealed that in four decades minorities will constitute over 50 percent of the population and in one decade a majority of Americans under age eighteen will be nonwhite. More than ever we need a leadership model that resonates with our country's growing diversity. Bordas incorporates this latest census data into this second edition, which now identifies nine rather than the previous edition's eight core leadership principles common to all three cultures. The new principle deals with intergenerational leadership, of vital importance now that many organizations will have four generations working side by side. Using a lively blend of personal reflections, interviews with leaders from each community, historical background, and insightful analysis, Bordas illustrates the creative ways these principles have been put into practice in communities of color. The multicultural leadership model developed in this book offers a more flexible and inclusive way to lead and a new vision of the role of the leader in organizations and in our increasingly multicultural world.

Book Information

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In her book, Bordas does a brilliant job of bringing multicultural issues in the U.S. to the forefront; especially discussing how ethnic diversity affects Western organizations in the twenty-first century. The author offers a discussion of adopting collaborative efforts as part of a new leadership paradigm that urges persons from all backgrounds to think about leadership in a progressive light. More importantly, Bordas argues that now is the time to examine the values of multiple groups to address the issues of a "new multicultural age." Juana Bordas presents the leadership beliefs of three specific cultures (Latino, African-American and Native American) and suggests that all leaders embrace principles that are symbolic of an inclusive society, rather than a segregated one. Instead of suggesting that the leadership principles of the three "communities of color" she discusses be imitated by a dominant American culture; Juana Bordas makes it very clear that there are leadership approaches within each of those communities that are valuable across cultures. Some of those cross-cultural principles are: learning from the past; a spirit of generosity; community conferred leadership; a tradition of activism; working for the common good; the village-the tribe; gratitude, hope and forgiveness; and a call to action. These leadership notions can benefit everyone in a multicultural society, not just specific groups. Bordas illustrates the applicability of these values across groups by providing personal examples that serve as anecdotes to convey the benefits of employing collaborative, cross-cultural approaches. This book is an easy read and one filled with warm, heart-felt experience that illustrates the potentials for transforming our society into one full of hope.

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