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## Charting the Course to Inclusive Excellence

*Diversity Dividend* by Paola Cecchi-Dimeglio

PAOLA CECCHI-DIMEGLIO

# DIVERSITY DIVIDEND

The Transformational Power of Small  
Changes to Debias Your Company,  
Attract Diverse Talent, Manage Everyone  
Better—and Make More Money

"A must read for today's leaders. Look no further."  
—Amy C. Edmondson, Professor of Leadership & Management,  
Harvard Business School; author of *Right Kind of Wrong: The  
Science of Failing Well*



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## Review by Donny Ching

[Donny Ching](#) is the former legal director of Shell plc, cofounder of the groundbreaking GC for D&I initiative in Europe, and award-winning champion for D&I in the legal industry. He also serves on the ACC global board of directors and was a founding contributor to launching the annual ACC Global CLO Summit.

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*Diversity Dividend* by [Paola Cecchi-Dimeglio](#), a behavioral and data scientist, lawyer, and Harvard faculty member, offers strategies for achieving inclusive excellence in businesses. The book delves into the essential fusion of data (AI and Big Data), technology, and human insight addressing the varied success rates and challenges organizations face in their diversity and inclusion journeys.

## The power of decision intelligence and talent optimization

*Diversity Dividend* emphasizes the importance of diverse talent management in organizations, akin to

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savvy investing. It combines data, technology, and human insight to enhance decision-making. The book develops the concept of a “diversity dividend” — the financial gains from skilled management, supported by data and technology, covering talent acquisition, training, and overall organizational health.

## **Navigating the company-employee pathway**

To maximize the diversity dividend, organizations should follow a structured approach: attract, recruit, onboard, and optimize diverse talent. Cecchi-Dimeglio offers insights for each stage, stressing the use of data and technology in decision-making. This approach aids in attracting diverse candidates, fostering an inclusive environment, and overcoming systemic biases. The book also explores using AI and analytics for integrating new hires and emphasizes the importance of nurturing an environment where diverse talent can prosper beyond recruitment.

## **Dismantling systemic barriers with insightful approaches**

The book focuses on using dynamic decision strategies, technology, AI, and data analytics to identify and dismantle systemic barriers that hinder diversity and inclusion. Cecchi-Dimeglio provides practical solutions and strategies, drawing from real-world examples enriched by data-driven insights.

This approach adds authenticity and relevance often missing in discussions of talent management and dynamic decision strategies, making a compelling case for data-informed decision-making.

## **Balancing decision intelligence, AI, and real-world application**

*Diversity Dividend* stands out for its comprehensive approach and the seamless integration of dynamic decision strategies, technology, AI, data analytics, real-world cases, and data-driven solutions. Unlike other publications, this book combines relatable anecdotal cases with scientifically sound solutions and data-driven insights that provide “nudges” towards the right outcomes.

This blend ensures that leaders not only grasp the 'what' and 'why' of talent optimization and inclusive excellence but, more importantly, also learn to master the 'how.' Cecchi-Dimeglio's approach empowers leaders to make informed decisions at pivotal junctures in the company-employee pathway.

## **Data-driven decision strategies: a modern imperative**

In an era driven by data and analytics, the significance of data-informed decision strategies cannot be overstated. *Diversity Dividend* aligns seamlessly with contemporary organizational practices. Leaders must wholeheartedly embrace data, technology, AI, and data analytics as potent allies in the quest for talent optimization, dynamic decision strategies, and inclusive excellence.

## **Empowering informed decision-making: the leadership mandate**

As we conclude our journey through *Diversity Dividend*, it becomes evident that the book's overarching objective is to empower leaders. Cecchi-Dimeglio furnishes them with knowledge, tools, and acumen for informed decision-making, instigating enduring change.

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By dispelling uncertainty and superstition, she empowers leaders to chart a well-defined course toward a more diverse, equitable, and inclusive workplace.

## A game-changing tool for leaders

*Diversity Dividend* stands out as a guide for talent optimization, decision strategies, technology, AI, data analytics, and inclusive excellence. It offers leaders across various industries a data-driven approach, filled with insights, strategies, and real-world examples. Essential for those aiming to drive change in the corporate world, the book provides a roadmap and toolkit for turning aspirations into tangible achievements.

## Shine brightly to achieve your goals

***It's Time to Shine: A Guide for Professionals of Color on How to Advance Their Careers* by Laurie Robinson-Haden**

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## Review by **Zelda Owens**, executive career coach, **Owens Williams & Associates, LLC**

After a successful career working with Fortune 500 companies and their outside counsel placing legal and professional talent, [Zelda Owens](#) founded [Owens Williams & Associates, LLC](#) – an executive career coaching and marketing firm. She has coached mid-to-senior-level attorneys through all steps of the interview process, across all practice areas, especially emerging fields like privacy, legal operations, and FinTech.

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[Laurie Robinson-Haden's](#) book, [\*\*\*It's Time to Shine: A Guide for Professionals of Color on How to Advance Their Careers\*\*\*](#), is a go-to resource filled with a wealth of insights, strategies, and inspiration for professionals from all walks of life.

Robinson-Haden's remarkable journey as an African American woman in the legal field is a testament to her resilience and unwavering determination. She defied societal expectations, shattered stereotypes, and emerged as a true trailblazer. Her career at Paramount Global (formerly ViacomCBS) and AM Law 250 law firms, along with her commitment to diversity and inclusivity, is highlighted by her founding the global nonprofit organization, [Corporate Counsel Women of Color \(CCWC\)](#).

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Through CCWC, Robinson-Haden has advanced diversity in the legal field, creating opportunities and dismantling barriers for underrepresented individuals. Her story exemplifies the transformative impact of diversity and the critical role of inclusivity in fostering a more equitable society.

## **Strategies for networking and negotiation**

Networking and negotiation are crucial elements for career advancement, and Robinson-Haden excels in both areas. She offers key strategies for securing mentors and sponsors, crucial for achieving unparalleled success. Additionally, her expertise in negotiation equips individuals with the necessary tools to confidently assert their worth and secure the recognition they rightfully deserve.

## **Practical financial advice**

Financial empowerment is a vital but often neglected aspect of career development literature. Robinson-Haden recognizes this and draws upon the wisdom imparted by her parents to provide practical and profound financial advice. Her guidance ensures that individuals not only achieve their career goals but also maintain financial security and empowerment along the way. By incorporating Robinson-Haden's insights, individuals can navigate their professional journeys with confidence, knowing they have the tools to achieve both personal and financial success.

## **A roadmap for entrepreneurial minds**

For attorneys who have entrepreneurial aspirations or a desire to reshape their careers, Haden's book provides a comprehensive roadmap to success. Whether you're looking to start your own venture or make a significant shift in your legal career, her book equips you with the knowledge and guidance needed to navigate the entrepreneurial landscape and achieve your goals.

## **The challenge of work-life balance**

Maintaining a healthy work-life balance is a challenge that lawyers often encounter. Robinson-Haden offers valuable guidance on how to achieve this delicate equilibrium, providing a roadmap for individuals who aspire to excel in their careers while also nurturing their personal lives. Readers can learn strategies to prioritize their well-being, manage their time effectively, and find fulfillment both professionally and personally. This book serves as a valuable resource for those seeking to strike a harmonious balance between their work and personal life.

Robinson-Haden's extensive experiences and expertise serve as invaluable assets for personal and professional growth. Whether you're navigating the complexities of the corporate world, aspiring to become an entrepreneur, or simply seeking a more fulfilling life, this book will serve as your guiding light, empowering you to shine brightly and achieve your goals. Her wisdom and guidance will empower you to overcome obstacles, break through barriers, and achieve your full potential. Grab a copy and start your journey towards success today.

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