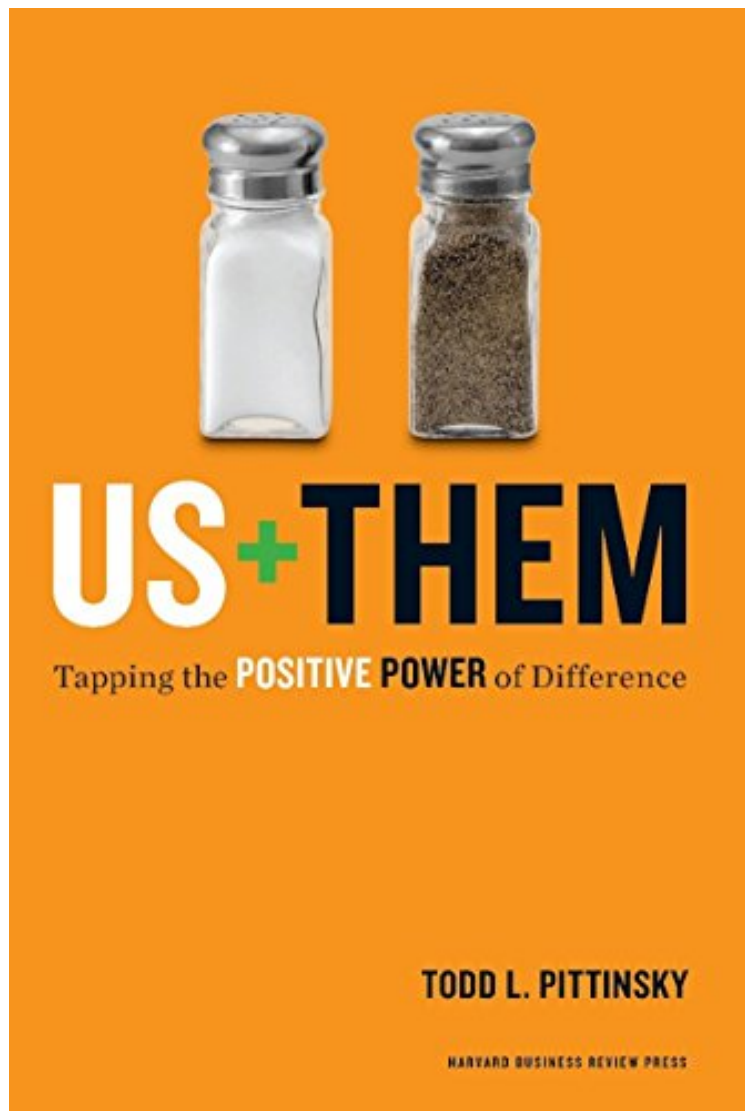


(Library ebook) Us Plus Them: Tapping the Positive Power of Difference (Leadership for the Common Good)

Us Plus Them: Tapping the Positive Power of Difference (Leadership for the Common Good)

Todd L. Pittinsky

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Todd L. Pittinsky : Us Plus Them: Tapping the Positive Power of Difference (Leadership for the Common Good) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Us Plus Them: Tapping the Positive Power of Difference (Leadership for the Common Good):

0 of 0 people found the following review helpful. A friend recommended I read Us Plus Them to get some insight ...By annual run a pastry production for a high-end catering company. The kitchen is staffed with a very diverse group

to put it mildly. Big differences in language culture and experience. Conventional thinking is that these differences combined with the pressure of working long hours with tight deadlines makes for a defensive and territorial work environment. A friend recommended I read *Us Plus Them* to get some insight inspiration and possibly some practical advice. I got all of these... and it was enjoyable reading. 2 of 3 people found the following review helpful. Education Insights By Math Teacher As a teacher, I've struggled to create welcoming and accepting classrooms. As a school administrator, I've struggled to help teachers create this kind of culture throughout a building or even a district. But despite all the research connecting classroom culture to student outcomes, I haven't found much that was helpful on the subject of difference. Too much opinion, too little fact. And then along comes Todd Pittinsky's "*Us + Them*," equal parts rigorous scholarship and hopeful inspiration. Better yet, the hope springs right out of the research he describes, some of it being his own. I started this book hoping it would help me as a teacher and educational administrator, but I kept reading because it was changing how I think about difference all through our culture. While "*Us + Them*" is not specifically for educators, I strongly recommend it to people interested in education who are looking for exciting ideas that are grounded in rigorous research but that can move out into the world and help us do the kind of work we truly want to do. Make sure to read the opening pages carefully and pay particular attention to the chapter on empathic joy (symphedonia). It opened my eyes to a whole new way to open our classrooms. Fantastic. 2 of 3 people found the following review helpful. *Us Plus Them* and more By Chip Hauss *Us plus them* is the first serious evidence based work that goes beyond reaching "simple" win/win solutions. Those of us who have been in that field for a long time have long sensed something Pittinsky shows. Learning not to hate and blame is not the same thin as learning how to embrace diversity and find creative solutions for vexing problems. This book is just the beginning of a journey to expand the evidence on us plus them beyond the diversity issues he focuses on. As a career peace builder, I can't wait.

Moving beyond mere tolerance *Us-versus-them* is the costly mind-set in which organizations, communities, and whole nations too often find themselves trapped. In fact, recognizing difference as a positive force can bring astonishing value to even the most diverse organizations. In *Us Plus Them*, leadership scholar Todd Pittinsky introduces a groundbreaking new science of diversity that: Debunks the assumption that wherever there is difference there will be inherent tension and animosity Challenges the effectiveness of our standard attempts to fight prejudice and combat hate in our schools and workplaces, our civic and religious lives Reveals how we benefit from the mixing of different ethnic, racial, national, social, and religious groups in a globalized world Through a wide range of examples from Maine and Michigan to Rwanda and Bhutan, and from small-town classrooms to corporate boardrooms Pittinsky opens our eyes to misunderstood yet useful aspects of us-and-them relations, including many of the neglected positive dimensions of difference. He provides a bold new assessment of the popular and scientific approaches to the issue, proving that it's time to move beyond mere tolerance to build communities in which the two sides of the us-and-them equation engage each other because they both want to. Much as Martin Seligman and positive psychology have shifted the focus from mental illness to mental healthiness, this book shifts our mind-set to diversity as a positive force. Understanding the science and practical use of that energy will help us build the schools, neighborhoods, companies, and nations we want, and not simply avoid the ugliest problems of the past. Pittinsky shows us that our great diversity experiment hasn't failed it hasn't even begun.

Us Plus Them, Todd Pittinsky's new book from Harvard Business Press, arrives at an ideal time. 800 CEO READ ADVANCE PRAISE David Gergen, Director, Center for Public Leadership at the Harvard Kennedy School; senior political analyst, CNN; and former presidential adviser In *Us Plus Them*, Todd Pittinsky has crafted an important work of scholarship on how leaders can address differences in our diverse and multicultural societies. His bold what if's questions could change the course of history. Rosabeth Moss Kanter, Harvard Business School professor; author, *SuperCorp* and *Confidence* *Us Plus Them* shifts the diversity paradigm by focusing on the best (not the worst) of human nature, stressing original virtue (not original sin), and urging that differences be acknowledged as appealing opportunities (not ignored because they might otherwise produce conflict). Todd Pittinsky's timely, important, and optimistic book has the potential for transformative impact. Warren Bennis, Distinguished Professor of Business Administration, University of Southern California; author, *Still Surprised: A Memoir of a Life in Leadership* *Us Plus Them* upends the way we look at relationships. No more zero-sum games; no more clever nuancing around human differences. A key challenge of leadership is harvesting the gains that arise from the basic incongruities of our collective humanity. Pittinsky's original perspective is destined to create healthy controversy and healthier organizations. Roderick M. Kramer, William R. Kimball Professor of Organizational Behavior, Stanford Graduate School of Business Far too often, individuals, organizations, and even whole nations find themselves trapped in a costly and sometimes deadly us versus them mind-set. Todd Pittinsky provides a powerful framework for promoting and securing cooperation among the most unlikely of allies. This marvelous new book can change the way leaders think and act to the benefit of us and them. Juliana Oyegun, Chief Diversity Officer, The World Bank Group Todd Pittinsky throws down a very real challenge to leaders who practice the deficit approach to managing difference. Reading this book has encouraged me to try an entirely new

way to generate understanding and mutuality across differences within my organization.”