

ROBERT RODRIGUEZ, PhD

EFFECTIVE STRATEGIES  
TO RECRUIT, RETAIN, AND DEVELOP  
HISPANIC PROFESSIONALS

# LATINO TALENT



# Latino Talent Effective Strategies To Recruit Retain And Develop Hispanic Professionals

**Robert Rodriguez**



## **Latino Talent Effective Strategies To Recruit Retain And Develop Hispanic Professionals:**

*Latino Talent* Robert Rodriguez, 2007-12-21 Praise for Latino Talent Latino Talent is an invaluable resource for anyone interested in learning about Hispanic Americans in the workplace and in leveraging and maximizing their contributions This unique book written by an expert who is deeply respected in this field provides a practical and compelling perspective on why organizations should continue to invest in developing this young and increasingly influential population segment RAYMOND ARROYO Chief Diversity Officer Aetna Inc and President PRIMER Latino Talent is a must read for diversity and HR executives who are responsible for Latino initiatives in their organizations The book also provides justification as to why organizations need to raise the sense of urgency regarding their Latino related workplace practices TIM RICHMOND Vice President Talent Acquisition Abbott Laboratories Latino Talent includes wonderful insights gleaned from practitioners in the field Readers are exposed to corporate best practices when it comes to Latino talent management initiatives The strategies and solutions provided in Latino Talent are proven applicable and deliver results ISAIAS ZAMARRIPA Director Talent Acquisition General Mills Corporation America has awakened to the large and growing Latino demographic in this country and now wants to tap into this fast growing consumer base The best way to make inroads into this demographic is by building your Latino talent pool so they can create successful programs that get results Whether you are at a Fortune 1000 company government agency academic institution or not for profit organization you will want to read this strategic approach to building your Latino leadership ABE TOMAS HUGHES II CEO Hispanic Alliance for Career Enhancement HACE Employers interested in maximizing the contributions of Latinos in the workplace will find Latino Talent to be very useful and practical In this book Dr Rodriguez has done extensive research to help companies and employees build bridges for understanding and inclusion JULIE FASONE HOLDER Corporate Vice President Human Resources The Dow Chemical Company

**Talent Management in Emerging Market Firms** Marina Latukha, 2016-06-29 Investigating talent management in firms from emerging economies this book discusses strategies and practices of managing talented employees in the context of BRIC countries Talent Management in Emerging Market Firms illustrates how emerging multinationals use their talent management to create and extend competitive advantage in global markets and how they support their competition with talent as their main asset Extending the talent management perspective the book compares companies from Brazil Russia India and China to provide the link between talent management practices a firm's performance and organizational competitiveness within the context of emerging economies *Auténtico, Second Edition* Dr. Robert Rodriguez, Andrés T. Tapia, 2021-07-06 America has an urgent need for Latino and Latina executives This book identifies a path to uplift and amplify their representation in leadership Latinos and Latinas will account for a third of our workforce by 2050 yet they make up only 5 percent of senior roles in corporate America Dr Robert Rodriguez and Andrés T Tapia call this low percentage of Latino and Latina corporate executives today the 5 percent Shame Inspired by Price M Cobbs's seminal work on the secrets

of successful Black leaders this book seeks to understand the impact on Latinos and Latinas of the external forces of conscious and unconscious biases and of the internal forces of whether to assimilate or double down on their cultural identities in their quest to get ahead The second edition features a new foreword by Henry Cisneros former secretary of the Department of Housing and Urban Development as well as updated statistics and graphs to represent how America's career landscape for Latinos has and has not changed and how to ensure Latinos can rise to their fullest potential Using insights from in depth interviews with twenty highly successful boomer Latino and Latina executives and focus groups with dozens of Gen X and millennial leaders the authors have captured lessons about how these individuals chose their career paths addressed challenges and seized opportunities The discussions are interpreted through the lenses of the authors different personal experiences as Latino leaders in corporate America and synthesized as a guide for future leaders

**Building the Latino Future** Frank Carbajal, Humberto Medina, 2008-03-31 An inspiring collection of success stories from the country's most prominent Latinos Building the Latino Future offers and inspiration and advice for Latinos in any industry who want to succeed spectacularly The future is bright for America's Latino community this book lets you learn from the success of such luminaries as actor Edward James Olmos New Mexico Governor Bill Richardson former housing secretary Henry Cisneros NPR correspondent Ray Suarez and many more

**Latino Educational Leadership** Cristóbal Rodríguez, Melissa A Martinez, Fernando Valle, 2018-09-01 Latino Educational Leadership acknowledges the unique preparation and support for both Latinx educational leaders and Latino communities needed throughout the education and policy pipeline While leadership in communities exists for educational purposes this effort focuses on the institutional aspect of Latino Educational Leadership across K 12 schools and university settings The purpose of this book is to create a greater collaborative focus on Latino Educational Leadership by inviting scholarly contributions and insights from both established and up and coming scholars Latino Educational Leadership also advocates for the preparation of all leaders as well as the preparation of Latinx educational leaders to serve Latino communities Our impetus on Latino Educational Leadership primarily stems from the changing demographics of our country As of Fall 2017 Latinx student enrollment in K 12 schools reached an all time high with Latinxs comprising 26.8% of the nation's public school enrollment Postsecondary level Latinx student enrollment has also improved rising from 25% in 2005 to 37% in 2015 Given this growth particularly at the K 12 level there has been an increasing urgency to prepare and support more Latinx educational leaders Their rich cultural and linguistic connections to communities help them more readily understand and meet the needs of Latino students and families Aside from enrollment growth Latinxs have made record strides in postsecondary attainment between 2003 04 and 2013 14 bachelor's degrees more than doubled from 94 644 to 202 412 master's degrees conferred rose from 29 806 to 55 965 and doctoral degrees rose from 5 795 to 10 665 Despite such promising gains concern has not waned over how to best address the challenges this diverse student population continues to face in accessing persisting and matriculating across the P 20 Pipeline There is still

work to be done as only 11% of all bachelor's degrees, 9% of all master's degrees and 7% of all doctoral degrees were awarded to Latinxs in 2013-14. In particular, there is increasing urgency to address how higher education institutions can better prepare, develop and retain Latinx leaders and scholars who will serve and meet the needs of Latinx college students to ensure their academic success. Thus, the purpose of this book is to advance the knowledge related to serving Latino communities and preparing Latinx leaders.

**The Leader in the Mirror** Anthony Lopez, 2011-12-02 In the hectic pace of business today, none of us has the time to read War and Peace. These books will engage you, make you laugh and more importantly, they will make you think. If you read them right, they will also make you. ACT Chester Elton, Best Selling Author, Speaker, The 24 Carrot Manager. Keep The Legacy Leader Series of Books on your must-read list. Tony brings fundamental leadership concepts into focus in a straightforward and practical way. Buster Houshins, Vice Chairman, CT Partners. Reading The Leader In the Mirror will take the reader only a few hours. Applying the lessons in it will take a lifetime. Raymond Arroyo, Chief Diversity Officer, Aetna. The work of leadership is our life's work, and this book is a wonderful, engaging tool to help guide that journey. A must-have for the learning leader's tool box. Kaye Foster Cheek, SVP, Global Human Resources, Onyx Pharmaceutical.

**Latinos in Nevada** John P. Tuman, Tiffany O. Howard, Nerses Kopalyan, David F. Damore, 2021-06-01 Throughout history, the Latinx population has contributed substantially to Nevada's mining, railroad, farming, ranching, and tourism industries. *Latinos in Nevada* provides a comprehensive analysis of this fastest growing and diverse ethnic group, exploring the impact of the Hispanic Latinx population on the Silver State in the past, present, and future. This extensive study by a distinguished and multidisciplinary team of scholars discusses the impact of the Latinx population from the early development of the state of Nevada and highlights their roles in society as well as the specific implications of their growing presence in the state. It also contemplates the future of the Latinx population and the role they will continue to play in politics and the economy. This in-depth examination of a large and relatively understudied population will be of interest to scholars and students who study disparities in health and education opportunities as well as the political and economic climate among Latinos and other groups in Nevada and beyond. A political, economic, and demographic profile, this book explores the history, growth, and diversity of the Latinx population. Draws on an array of census data, voter surveys, statistics, interviews, and health, education, employment, wages, and immigration statistics. Evaluates key trends in employment, education, religion, and health. Analyzes the dynamics of political participation, including implications of a growing Latino political electorate in a western swing state. Assesses key determinants of health disparities, educational inequities, and civic engagement among Latinos in the state. Demonstrates the impact of the Great Recession of 2008 and provides a preliminary assessment of the COVID-19 pandemic on Latino employment.

**The Cambridge Handbook of Workplace Training and Employee Development** Kenneth G. Brown, 2017-10-19 With comprehensive coverage of topics related to learning, training, and development, this volume is a must-have resource for industrial and organizational, I/O psychologists, human resource (HR) scholars, and adult education

specialists Brown provides a forward looking exploration of the current research on workplace training employee development and organizational learning from the primary point of view of industrial organizational psychology Each chapter discusses current practices recent research and importantly the gaps between the two In analyzing these aspects of the topic the chapter authors both present the valuable knowledge available and show the opportunities for further study and practice

*Auténtico* Robert Rodriguez, Andrés T. Tapia, 2021-07-06 America has an urgent need for Latino and Latina executives This book identifies a path to uplift and amplify their representation in leadership Latinos and Latinas will account for a third of our workforce by 2050 yet they make up only 5 percent of senior roles in corporate America Dr Robert Rodriguez and Andrés T Tapia call this low percentage of Latino and Latina corporate executives today the 5 percent Shame Inspired by Price M Cobbs's seminal work on the secrets of successful Black leaders this book seeks to understand the impact on Latinos and Latinas of the external forces of conscious and unconscious biases and of the internal forces of whether to assimilate or double down on their cultural identities in their quest to get ahead The second edition features a new foreword by Henry Cisneros former secretary of the Department of Housing and Urban Development as well as updated statistics and graphs to represent how America's career landscape for Latinos has and has not changed and how to ensure Latinos can rise to their fullest potential Using insights from in depth interviews with twenty highly successful boomer Latino and Latina executives and focus groups with dozens of Gen X and millennial leaders the authors have captured lessons about how these individuals chose their career paths addressed challenges and seized opportunities The discussions are interpreted through the lenses of the authors' different personal experiences as Latino leaders in corporate America and synthesized as a guide for future leaders

*The BOSS for 21st Century Organizations* Edwin Mouriño-Ruiz, 2025-09-30 The BOSS for 21st Century Organizations is a must read for seasoned managers and executives newly appointed leaders and anyone contemplating a supervisory role This comprehensive guide is designed to equip leaders with the tools and insights necessary to excel in their positions and foster a Human Intelligent HI Workplace

**Identification and motivation of high potentials to keep their intellectual property in the company** Stefan Henkel, 2014-02-01 The author has chosen the topic as it is becoming increasingly difficult to find identify and motivate good employees and to keep them in one's own company The demand for high potentials is unimaginably high In the end it is in the interest of the company itself not to lose the high potentials Therefore it is important to identify and motivate high potentials in order to retain them in the company Primarily this concerns the highly dedicated staff but also the tacit knowledge of the employees that is not explicitly written down The author starts with the introduction to the subject and the exemplification of the problem Moreover the objectives are presented and a demarcation issue is set Then it is shown how a simple method can identify high potentials Chapter three describes the proper motivation of A staff on the basis of a case study The following chapter investigates the way to keep the previously identified employees in the company in order to exploit the existing potential and further presents the top 10

employee retention tools Thereby the topic is also completed by a case study A final conclusion collects all the previously mentioned points and ventures a prognosis for the future      **Employee Resource Group Excellence** Robert

Rodriguez,2021-10-12 Unlock the potential of employee resource groups with advice from an accomplished industry thought leader In Employee Resource Group Excellence renowned management and diversity expert Dr Robert Rodriguez delivers a comprehensive exploration of the current state of employee resource groups ERGs in corporate America and a step by step roadmap to elevating their performance The book draws on the author s extensive experience in consulting with America s most well known companies to discuss successful and current ERG initiatives in corporations universities and nonprofits as well as ERG efforts being undertaken outside the United States You ll also discover In depth case studies highlighting ERG best practices current trends and metrics Common pitfalls and mistakes that derail ERGs from achieving their goals Insights from the The 4C Assessment the only ERG evaluation tool on the market today that has been completed by over 250 corporations and which examines the ERG pillars of careers culture community and commerce Perfect for Chief Diversity Officers ERG program managers and ERG leaders in companies of all kinds Employee Resource Group Excellence is also a must have resource for HR professionals and other corporate executives interested in unlocking the full potential of these powerful groups as they strive to reach excellence      **Evaluating Organization Development** Maureen Connelly

Jones,William J Rothwell,2017-07-06 Evaluating organization development OD and change is critical for any executive team project manager or consultant who wants to see the change effort sustain and successfully evolve Evaluation can be the key to enacting real change that makes sense to the team your customers and your stakeholders while seeing your strategic plan make crucial differences The process of evaluation is often missing from change initiatives and many previous books have glossed over the topic but Evaluating Organization Development How to Ensure and Sustain the Successful Transformation makes planning implementing and then assessing your change efforts simple With handy how to lessons pull out tools that are ready to use and case studies that guide the implementation of each step your team will be able to show the impact and justify the resources for each project In addition your team benefits from this step by step guide because they too will now understand their role and be connected to meeting the challenge of each metric When the team understands the goal and how to achieve it everyone wins      **Getting to Diversity** Frank Dobbin,Alexandra Kalev,2022-09-13 Management experts

Frank Dobbin and Alexandra Kalev sift through decades of data to show why workplace diversity training fails and what works Arguing that it s time to focus on changing systems rather than individuals the authors make data driven

recommendations for diversifying management and creating workplaces where everyone can thrive      **The Perfect Human**

**Capital Storm** Edwin Mouriño,2017-04-01 There are numerous trends taking place around the world and especially in the U S with implications for organizations the workplace leaders and supporting organizations like Human Resources How organizations and their leadership react and proactively address these changes will be difference between positioning

themselves for success in the future or for disappearing as other organizations have disappeared The critically important issue of these trends is that they are occurring simultaneously The trends consists of constant and consistent change driven by advancing technology challenges with education with implications for a future workforce an aging population and workforce four generations in the workforce with a growing millennial workforce changing expectations from the workforce with an emphasis on employee engagement and leadership development opportunities This perfect human capital storm addresses these very important and relevant issues in a succinct fashion while also providing some systemic recommendations for organizations and its leadership to consider as they work to differentiate themselves from their competition to look to reinvent themselves while also creating a great place to work in the 21st century In addition the book provides an assessment to use as a guide and to serve as a starting point for discussion and planning among the organization s leadership team for the organization

The ASTD Leadership Handbook Elaine Biech,2010-10-25 A looming leadership gap faces most organizations over the next 10 years Has your organization prepared for the imminent lack of leadership crisis Do you have a pipeline of developed leaders for the future Leadership is the most important competency for both individual and organizational success and advancement As Cynthia D McCauley of the Center for Creative Leadership notes in her overview leadership is also a tool designed to help with a particular human dilemma how to get individuals to work together effectively to produce collective outcomes When you need to learn more about how to drive success in your organization where do you turn To the experts And The ASTD Leadership Handbook provides 48 thought leaders the names you know and have come to trust to enable you to learn about every facet of leadership Here you ll find a substantial and practical collection of wisdom philosophies and tools from the most respected authorities on the subject Within this impressive volume you ll find five major sections addressing the critical aspects of the field Leadership Competencies Leadership Development Attributes of Successful Leaders Contemporary Leadership Challenges Broadening the Leadership Discussion In each chapter leaders share their expertise to help you solve your most pressing leadership challenges Get the complete table of contents here The lineup includes leading experts from a broad range of organizations in both the public and private sectors and features a number from the Center for Creative Leadership ranked by the Financial Times as one of the top three leadership development organizations in the world Many of the authors also provide free tools which you can get here If you can invest in only one leadership book let this be it You ll have all the insights and applications you need to thoroughly understand and practice its principles guided by the expertise of those who have literally written the books on leadership

**The SAGE Handbook of Organizational Institutionalism** Royston Greenwood,Christine Oliver,Thomas B. Lawrence,Renate E. Meyer,2017-05-01 The SAGE Handbook of Organizational Institutionalism brings together extensive coverage of aspects of Institutional Theory and an array of top academic contributors Now in its Second Edition the book has been thoroughly revised and reorganised with all chapters updated to maintain a mix of theory how to conduct institutional



organizational analysis and contemporary empirical work New chapters on Translation Networks and Institutional Pluralism are included to reflect new directions in the field The Second Edition has also been reorganized into six parts Part One Beginnings Foundations Part Two Organizations and their Contexts Part Three Institutional Processes Part Four Conversations Part Five Consequences Part Six Reflections      Auténtico Dr. Robert Rodriguez, Andres Tomas Tapia, 2018-10

Los latinos est n encaminados a ser un tercio de la poblaci n de Estados Unidos para el 2050 Est n cambiando el talento el mercado y los paisajes pol ticos del pa s de maneras sin precedentes Entonces por qu hay tan pocos ejecutivos y l deres latinos Es lo que los autores el Dr Robert Rodr guez y Andr s Tom s Tapia llaman la verg enza del 4% el bajo porcentaje de ejecutivos corporativos latinos en la actualidad Autentico La gu a definitiva para el xito profesional de los latinos profundiza para comprender las fuerzas externas de los prejuicios conscientes e inconscientes y las fuerzas internas que crean tensiones para muchos latinos sobre si asimilarse enajenarse o aferrarse a sus identidades culturales en su camino hacia el xito

Obtuvimos entendimiento a trav s de entrevistas detalladas con veinte ejecutivos latinos boomers muy exitosos adem s de grupos focales con docenas de l deres de la generaci n X y millennials latinxs Estas se sintetizan e interpretan a trav s de los lentes de las dos experiencias personales y muy diferentes de los autores como l deres latinos en el mundo corporativo estadounidense El libro tambi n tiene implicaciones para los latinoamericanos que desean crecer dentro de las multinacionales estadounidenses con sedes alrededor del mundo      *Resources in Education* ,1990      The Routledge Handbook of Mass Media Ethics Lee Wilkins, Clifford G. Christians, 2020-03-13 This fully updated second edition of the popular handbook provides an exploration of thinking on media ethics bringing together the intellectual history of global mass media ethics over the past 40 years summarising existing research and setting future agenda grounded in philosophy and social science This second edition offers up to date and comprehensive coverage of media ethics including the ethics of sources social media the roots of law in ethics and documentary film The wide range of contributors include scholars and former professionals who worked as journalists public relations professionals and advertising practitioners They lay out both a good grounding from which to begin more in depth and individualized explorations and extensive bibliographies for each chapter to aid that process For students and professionals who seek to understand and do the best work possible this book will provide both insight and direction Standing apart in its comprehensive coverage The Routledge Handbook of Mass Media Ethics is required reading for scholars graduate students and researchers in media mass communication journalism ethics and related areas

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