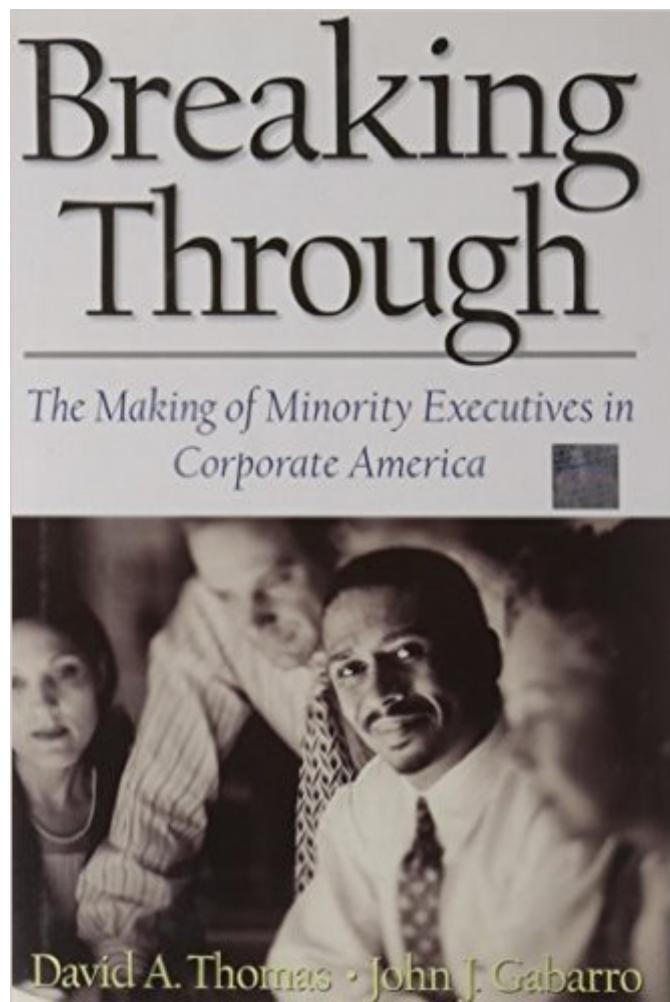


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# Breaking Through: The Making Of Minority Executives In Corporate America



## **Synopsis**

In one of the first in-depth studies to focus on minorities who have made it to the top, *Breaking Through* examines the crucial connection between corporate culture and the advancement of people of color. American companies may tout their equal opportunity initiatives, but with 95% of all executive-level positions in the United States held by white males, most of these programs clearly fall far short of their goals when it comes to diversifying upper management. Yet, even in the face of such overwhelming odds, some minority executives do break through to the highest leadership ranks. What can we learn from these success stories? The often surprising conclusions drawn by authors Thomas and Gabarro represent important milestones both for the study of organizational practice and for minorities planning their own course of professional achievement. Here are the determining factors—both individual and organizational—that correspond to the advancement of minority executives to the highest levels.

## **Book Information**

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## **Customer Reviews**

Few books have the ability to relate the importance of the information contained within to both professional and layman alike. That is, however, exactly what this book accomplishes. It shows you the how the achievements of minorities trying to attain status at the corporate level are linked to career decisions and mentoring relationships. This is accomplished by examining the characteristics of several minority executives at different companies who have managed to break through the glass

ceiling. It also teaches several approaches for achieving racial diversity throughout a company. It examines three large corporations who have accomplished this feat, by tracing their diversity efforts throughout the past few decades. This book is a must read for anyone interested in the processes by which businesses accomplish diversification throughout all levels of the company.

This is destined to become one of the classic management texts. I found the authors treatment of the subject matter to be insightful and well thought out. This is a must for any person of color who is wondering why it's taking them so long to move into the executive level. As a trainer I will be using this as one of my texts, and I plan on sending a number of copies to my friends.

Breaking Through is a multifaceted book that speaks to a spectrum of audiences: the business leader committed to creating a diverse workplace; the human resource professional charged with designing and implementing diversity initiatives; the minority professional aspiring to break through. This book sheds light on the complex career dynamics presented to minority professionals in corporate America. As an aspiring minority professional, I took away valuable strategies, as well as pitfalls, for achieving my career goals. The book is a balance of compelling empirical evidence and real-life examples. The depth of analysis makes for an engaging and enlightening reading experience. Breaking Through will serve as a personal professional reference guide and I am sure that it will become an invaluable resource throughout my career.

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