

Mini case study six essay examples

[Business](#), [Management](#)



Question One: Mini Case Studies

Why was Ryan more offended when Josh tried to fix his initial remark?

Ryan was more offended because he was also a gay as he talks about his sexual orientation. Mark whose hard work is rejected because he is a gay feels sad, and Josh is the one who had a comment that the reject feels so gay. Josh then must have meant that the negative happenings at the workplace and in employment forums are discriminative, and the minority just likes gays. Ryan being a gay had to be offended because he is also gay thus even fixing remarks as Josh did could make him angrier.

Since Josh did not mean to offend Ryan, could his comments be considered discriminatory?

Yes, Josh's words are considered to be discriminatory because he offended Mark in his words. Just as Mark would feel, Ryan could also feel discriminated because the same sexual orientation that is discriminated against is also his orientation. Once Josh offended gays, Ryan must also be offended like other gays since they are also minorities. My viewpoint is that Ryan belongs to the gay community and any offensive comments discriminate him. Fixing comments even separates the community especially by mentioning that Ryan did not look as gay. This means gays are different from other normal people.

Why was Ryan right about just smiling and walking away?

Ryan was right by smiling and walking away because he is a gay in thereal sense, and already they were discriminated against. Besides, Josh meant that Ryan was not looking like a gay thus Ryan had to stick to that

being that there was some discrimination. The best way was just to keep silent because he could receive more discriminatory viewpoints if found out to be a gay.

How should Ryan respond to this situation?

Ryan should remain silent because the case shows hatred for gays. Being a known gay would make him lose his business or marketing despite working hard just like Mark did.

Mini Case Study Three

As a manager, should you exclude older workers from training that you judge unnecessary or difficult for them?

Yes, they should be excluded because training on new inventions and technology may be expensive and a waste of time for the old. When someone is ready for retirement like Ben, in this case, then it is good to let them rest and wait for their relaxation time. In case the training is unnecessary then other relevant people should be trained just like young workers cannot be trained on old techniques.

How should Ben respond to this situation?

Ben should accept that he is aging and avoid such current training especially now that he mentions he is slow in learning technology. Involving himself in training would waste most of his time and strength instead of focusing on what to do after retirement.

Assignment# 7 (Chapter 13)

Assignment One

Does your organization.

Include sexual orientation and gender expression in their non-discrimination policies? Yes

Recognize same-sex couples and their families with equal access to all company benefits? Yes

Make their support of LGBT employees clear both internally and externally? Sometimes

Support the development of an LGBT Employee Resource Group? Yes

Measure/Track the successes and/or challenges experienced by LGBT employees who are “out” in the workplace? No

Provide diversity training that include LGBT issues in the workplace? Yes

Support external relationships that are working for LGBT equality? Yes

Include LGBT owned business in their supplier diversity program? Yes

Incorporate LGBT images in advertising and brand identity materials? Yes

Support public policy that creates and protects LGBT workplace quality? Yes

Assignment Two: Leaders

Barry Salzberg is the former chief executive officer of Deloitte Touchéand is presently a businessman in America. Barry is a Jewish who grew up in a poor neighborhood but later succeeded in life to the point of being a chief executive officer. He studied at Brooklyn College where he had his undergraduate degree in accounting. He later furthered his studies in the law School of New York University. Barry is not an exception of the diverse leaders who have pulled up most organizations. Barry has spent his career of

thirty-four years as a climbing corporate leader at the Deloitte.

Barry has had a manager who is unsupportive in the New York Site and he maintained a flat leadership as he even suggest for many organizations today. He ensured that Deloitte has transparency and diversity in its global management. Leadership according to Barry is all about following norms, and exceptional leaders should not do it. The future is therefore all about teams and leaders who can maneuver within the competition and innovate such.

Barry's first leadership involved a show off legal savvy. At Deloitte, Barry has engaged in interpreting rules, and leadership at Deloitte has not been about giving orders. " You never know where the best ideas will come from" is a major quote that is made by Barry and that is why he practiced diversity at Deloitte. However much the leader is the one always to speak, Barry insisted that Deloitte had to involve even the most junior people in the organization because they could be a source of ideas. Operations, management, and consultation, have therefore been diverse at Deloitte by all means.

Jonathan Rodgers is the chief executive officer and president of TV One in America. Rodgers has been at TV One after having his career as a print journalist. During his start of work, Rodgers worked as a diverse employee and emulated the essence of diversity in organizations of work including CBS News, WNBC-TV, Channel Four News and Donald Swerdlow. Ronald had his undergraduate degree as a journalist in the University of California at Berkeley.

Rodgers has won many awards and is seen to be a good board of diversity. Besides having many employees from Washington DC, Rodgers emulates

geographical diversity for employees. Soonest after his position as a chief executive officer, many employees were from several geographical locations. With many organizations involved the diverse leader associates with many other leaders and different organizations. The issue of interest here is that the diverse associations bring many views and pieces of advice on how to improve one's organization. News reported, and encouragement acquired from many organizations covered several geographies. Diversity for Rodgers is also seen in how many organizations he has worked for. He mentions that working in different places has earned him a wide experience and diverse opportunities. One of his targets is always being dynamic and ready to make changes for the case of diversity.

Works Cited

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