

Developing and Sustaining Minority Business Leaders Summary

by Capella University



WHAT'S COVERED

In this lesson, you will learn about the progress of developing diverse business leadership and the challenges that lay ahead. Specifically, this lesson will cover:

1. Progress and Challenges Ahead
2. Reflect

1. Progress and Challenges Ahead

Racial and ethnic minorities are increasing in the United States, and in under 25 years, it is projected that the majority of the population will be of a racial or ethnic minority. As the population evolves and business increase in diversity, the need to have racial and ethnic minorities in leadership grows in importance. Barriers including misperceptions of qualification, racism, and lack of mentors can no longer hinder minority professionals from pursuing and obtaining leadership roles. Mentoring, sponsorship, and other strategies must be used to help develop and sustain diverse business leaders who will influence the U.S. economy and our communities.

2. Reflect

Envision yourself as a Senior Director in a Fortune 500 company.



REFLECT

Given what you know about barriers that racial and ethnic minorities face in attaining leadership roles, what strategies would you use to help prepare a minority business professional for success in a leadership role?

Obtaining an internship or employment (part-time, as needed, seasonal, or full-time) is important for students in business and other professions. Internships provide an opportunity to develop valuable skills within an organization while earning income and increasing your exposure to leaders that may make the hiring and promotion decisions. Some internship programs focus specifically on racial and ethnic minorities. Take, for example, Marvin Ellison. He is one of only three African American CEOs of a Fortune 500 company. He started his career as a part-time security guard at Target.

No matter your racial and ethnic background, what experience can you gain as a student that will prepare you for a leadership position within an organization of your choice?

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Support

If you are struggling with a concept or terminology in the course, you may contact capellacontentsupport@capella.edu for assistance.

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