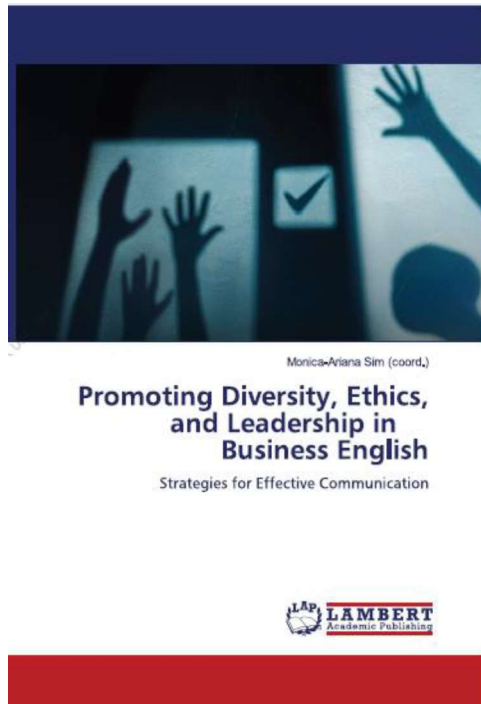


BOOK REVIEW
ON PROMOTING DIVERSITY, ETHICS, AND LEADERSHIP IN BUSINESS ENGLISH: STRATEGIES FOR EFFECTIVE COMMUNICATION

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Reviewed work:

Promoting Diversity, Ethics, and Leadership in Business English: Strategies for Effective Communication

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***Promoting Diversity, Ethics, and Leadership in Business English: Strategies for Effective Communication.* Ioana Horea, PhD; Mirabela Pop, PhD; Cristina Abrudan, PhD; Monica Sim, PhD**

While diversity, ethics, leadership, and business English are each significant themes in society and in education, this intriguing academic monograph effectively addresses all of them within a learner-oriented interdisciplinary context, filling a gap in the existing literature. Beyond an evocative and eye-catching cover image, the authors approach complex concepts through text and learning activities that are both appealing and challenging to a wide range of learners and learning styles.

Overall, the sections offer both reflective texts on diversity, ethics, and leadership, accompanied by learning activities and questions requiring readers and learners to

reflect on relevant concepts while becoming acquainted with and mastering specific business English vocabulary, grammatical structures, and perspectives.

The Foreword sets the stage for the book sections, explicitly stating the core concepts to be discussed, the reasons for their inclusion, and their relationship to global learners seeking to clearly examine and discuss these concepts in a learned second language.

“This resource aims to be a comprehensive guide to understanding and applying inclusive leadership principles in the workplace and a valuable tool for teaching English for Specific Purposes (ESP). It equips learners with the skills and knowledge they need to navigate the evolving global business environment. This material addresses the complexities of diversity, equity, and inclusion and provides the essential vocabulary, concepts, and practices required for professionals to succeed in a multicultural and dynamic world.” (p.5)

The first unit, “Inclusive Leadership Skills,” by Ioana Horea, addresses the overarching theme of inclusivity – in our schools, the workplace, and our society, through an impressive array of learning activities interspersed with insightful texts. (pp.8-30)

The nature of inclusivity is highlighted by comprehensive reading, followed by vocabulary and reinforcement activities. The comprehensive reading passages transcend mere understanding and business English to empower learners to develop a deeper understanding of both the issues and the language to examine and discuss them.

“Inclusive leaders demonstrate courage in two ways. First, they aren’t afraid to challenge entrenched organizational attitudes and practices that yield homogeneity, even if their recommendations are politically or culturally unpopular. Nor are they afraid to display humility by acknowledging their personal limitations and seeking contributions from others to overcome them.” (p.10)

The second unit, “Diversity and Equity in Leadership,” by Monica Sim, examines concepts of diversity and equity in how we lead, addressing the differences and complementarity of the concepts or equality and equity, significant for both the leader and the business language learner. (pp.31-50)

The third unit, “Legal Aspects of Workplace Diversity,” by Cristina Abrudan addresses the always present and important legal rights and protections of all in the workplace. (pp.51-72)

The fourth unit, “Leadership Styles in Diverse Environments,” by Mirabela Pop, examines the role and significance of different leadership styles in encouraging and supporting diversity in the workplace. (pp.73-92)

The fifth, and final unit, “Implementing Diversity, Equity, and Inclusion in the Workplace,” a road map to achieving sustainable diversity, equity, and inclusion in the workplace. (pp.93-112)

The volume also includes a section providing answers to the exercises proposed throughout the units, enabling readers to verify and consolidate their understanding. (pp.113-125) The book concludes with a bibliography that brings together the main works relevant to the topics addressed. (pp.125-127)

The strengths of this monograph include its theme of diversity, equity, and leadership in the workplace, within the context of business English education. These are important themes for us all, and the question-and-answer format encourages student reflection and learning on all these themes within the framework of a learned second language. In addition, while each chapter offers a unique voice and a different perspective, they are all excellent and in alignment with the overarching themes, as is the Foreword. The learning activities, which form the central core of each chapter, provide opportunities for both different levels of language learning and for different language skills.

A subsequent volume, addressing the development of relevant action plans and strategic plans, can easily be envisioned and would answer a real need in the literature and in our global workplace.

This monograph, addressing complex and contemporary issues, and offering learning resources for educators to use and to build upon, is an essential addition to academic library collections, as well as to department libraries and to the personal professional collections of business English and educational/business leadership educators everywhere. Above all, it is a resource for both educators and learners to expand the conversation on important workplace and societal issues and to develop the professional language skills to create sustainable diversity and equality in the workplace.