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In the post-modern scenario, institutions inherit their morphologies from the complex network of people's interactions. Thence, if institutions are made by persons, analyzing the institution would presume an operation of understanding the meaning and value of their inner differences. In this perspective, the dynamics between institutions and people are governed by *relationships*, generating a creative and dynamic phenomenon. Indeed, 'internal diversification' within the institution appears to be strategic in the current competitive scenario: managing differences is becoming a managerial approach to institutions.

The volume's purpose is to study this phenomenon, making a correlation between the sociological 'relational paradigm' with the Diversity Management model.

The core issue is to keep, then, a balance between two needs: on the one hand, to preserve the collective corpus of a social institution, keeping cohesiveness and internal balances; on the other hand, the need to give value to individual talents, leveraging differences between people. The basic idea is that the 'relational paradigm' offers new tools to Diversity Management to understand the relationship between people and institutions, shedding light on the interpretation of the dilemma between preserving the community and the risk of an inner fragmentation. Reversely, Diversity Management provides positive feedbacks offering a critical approach to the relational paradigm.