

THE UNSEEN LEADERS

**EXPOSING THE SYSTEMIC EXCLUSION
OF BLACK LEADERS**



DR. JANET LOCKHART-JONES

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The Multi-billion Dollar Cost of Corporate Blindness

This book is a forensic audit of systemic negligence, proving that the severe lack of diversity in leadership is not a problem of ambition or merit, but a willful act of structural blindness perpetuated by the system itself. This blindness comes with a massive price tag: the multi-billion-dollar cost of constant talent attrition and failure to innovate.

Inside, you will confront the failure of your system and discover:

- The Unwritten Code: The silent, racially coded rulebook that labels Black brilliance as "aggressive," forcing a costly, exhausting performance.
- Required Fatigue: The daily psychological labor (code-switching and Racial Battle Fatigue) that is driving your most competent leaders to resignation, costing the economy billions annually.
- The Great Abandonment: The strategic failure of Corporate America to dismantle exclusion, proved by the quick betrayal and dismantling of DEI programs.
- The Mandates for Change: A precise, prescriptive plan to dismantle the architecture of exclusion and permanently rewire the talent pipeline.

Your organization cannot afford to be blind any longer. This book is the essential financial and ethical mandate to fix the system that is driving your best talent to the door.



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