
Read Free Wall Street Journal Performance Reviews

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TYGNKX - STEWART CAMERON

MGMT4 is the fourth Asia-Pacific edition of this innovative approach to teaching and learning the principles of management. Concise yet complete coverage of the subject, supported by a suite of online learning tools and teaching material equips students and instructors with the resources required to successfully undertake an introductory management course. This highly visual and engaging resource is now available on the MindTap eLearning platform, allowing for seamless delivery both online and in-class. With the Cengage Mobile app students can take course materials with them - anytime, anywhere. New, print versions of this book include access to the MindTap platform.

What if you could upgrade your brain in 15 minutes a day? Let Elizabeth Ricker, an MIT and Harvard-trained brain researcher turned Silicon Valley technologist, show you how. Join Ricker on a wild and edifying romp through the cutting-edge world of neuroscience and biohacking. You'll encounter Olympic athletes, a game show contestant, a memory marvel, a famous CEO, and scientists galore. From Ricker's decade-long quest, you will learn: ● The brain-based reason so many self-improvement projects fail . . . But how a little-known secret of Nobel Prize winning scientists could finally unlock success ● Which four abilities—both cognitive and emotional—can predict success in work and relationships . . . and a new system for improving all four ● Which seven research-tested tools can supercharge mental performance. They range from low-tech (a surprising new mindset) to downright futuristic (an electrical device for at-home brain stimulation) Best of all, you will learn to upgrade your brain with Ricker's 20 customizable self-experiments and a sample, 12-week schedule. Ricker distills insights from dozens of interviews and hundreds of research studies from around the world. She tests almost everything on herself, whether it's nicotine, video games, meditation, or a little-known beverage from the Pacific islands. Some experiments fail hilariously—but others transform her cognition. She is able to sharpen her memory, increase her attention span, boost her mood, and clear her brain fog. By following Ricker's system, you'll uncover your own boosts to mental performance, too. Join a growing, global movement of neurohackers revolutionizing their careers and relationships. Let this book change 15 minutes of your day, and it may just change the rest of your life!

'A compelling and revelatory new framework for setting and achieving your goals, from a psychologist on the cutting edge of motivational science' - Carol Dweck, PhD, author of *Mindset* A great deal of ink has been spilled on the subject of motivating and influencing others, but what happens when the person you most want to influence is you? Setting and achieving goals for yourself - at work, at home, and in relationships - is harder than it seems. How do you know where to start? How do you carry on in the face of roadblocks and distractions? How do you decide which tasks and ambitions to prioritize when you're faced with more responsibilities, needs and desires than you can keep track of? In *Get it Done*, psychologist and behavioural scientist Ayelet Fishbach presents a new theoretical framework for self-motivated

action, explaining how to identify the right goals, attack the 'middle problem', battle temptations, use the help of others around you and so much more. With fascinating research from the field of motivation science and compelling stories of people who learned to motivate themselves, *Get it Done* illuminates invaluable strategies for pulling yourself in whatever direction you want to go - so you can achieve your goals while staying healthy, clear-headed and happy.

Traces the life and career of the financial mogul from his early days as a disadvantaged Brooklyn son of Jewish immigrants to his entrepreneurial triumphs with Solomon Smith Barney and Citigroup. Reprint. 35,000 first printing.

Organizational appraisals systems are often ineffective and result in unnecessary spending on the part of a company and unnecessary anxiety on the part of employees. Written for practitioners and advanced students, this book presents an alternative approach to the performance appraisal process that focuses on communication rather than evaluation. In this communication-centered approach to performance, the appraisal process is designed to facilitate meaningful and open interaction between employees and their supervisors.

The first major biography of the pathbreaking, perpetually influential surrealist artist and iconoclast whose inspiration can be seen in everyone from Jasper Johns to Beyoncé—by the celebrated biographer of Cézanne and Braque In this thought-provoking life of René Magritte (1898–1967), Alex Danchev makes a compelling case for Magritte as the single most significant purveyor of images to the modern world. Magritte's surreal sensibility, deadpan melodrama, and fine-tuned outrageousness have become an inescapable part of our visual landscape, through such legendary works as *The Treachery of Images* (*Ceci n'est pas une pipe*), and his celebrated iterations of *Man in a Bowler Hat*. Danchev explores the path of this highly unconventional artist, from his middle-class Belgian beginnings to the years in which he led a small, brilliant band of surrealists (and famously clashed with André Breton) to his first major retrospective, which traveled to the United States in 1965 and gave rise to his international reputation. Using thirty-two pages of color images and more than 160 black-and-white illustrations throughout the text, Danchev delves deeply into Magritte's artistic development and the profound questions he raised in his work about the very nature of authenticity.

This proactive guide brings the relationship between work life and mental well-being into sharp focus, surveying common challenges and outlining real-life solutions. The authors' approach posits managers as the chief mental health officers of their teams, offering both a science-based framework for taking stock of their own impact on the workplace and strategies for improvement. Areas for promoting mental wellness include reducing stress and stigma, building a safe climate for talking about mental health issues, recognizing at-risk employees, and embracing diversity and neurodiversity. Emphasizing key questions to which managers should be attuned, the book speaks to its readers—whether in corporate, nonprofit, start-up, or non-business or-

ganizations—as a friendly and trusted mentor. Featured in the coverage: · Mind the mind: how am I doing, and how can I do better? · Dare to care: how are my people doing, and how might I help? · Building blocks for mental health: how do I manage my team? · Stress about stressors: what is constantly changing in the environment? · Changing my organization and beyond: how can I have a greater impact? *Compassionate Management of Mental Health in the Modern Workplace* holds timely relevance for managers, human resources staff, chief medical officers, development heads in professional service firms, union or employee organization leaders, legal and financial professionals, and others in leadership and coaching positions. “Workplace mental health: Wow! A subject that frightens most managers. If they read this book, they will strengthen their own skills and transform their workplace and our society.” Donna E. Shalala, Trustee Professor of Political Science and Health Policy, University of Miami; former U.S. Secretary of Health and Human Services “Mental health is an underappreciated, and oft-misunderstood challenge that is growing in the modern workplace. This book provides leaders with practical advice to address mental health challenges in their organization and improve productivity and wellbeing. This is a topic that can no longer be ignored by leaders in any field, and a book that will fundamentally change the way we think about and help improve mental health in the workplace.” Dominic Barton, Managing Director, McKinsey & Company

The performance review. It is one of the most insidious, most damaging, and yet most ubiquitous of corporate activities. We all hate it. And yet nobody does anything about it. Until now... Straight-talking Sam Culbert, management guru and UCLA professor, minces no words as he puts managers on notice that -- with the performance review as their weapon of choice -- they have built a corporate culture based on intimidation and fear. Teaming up with Wall Street Journal Senior Editor Lawrence Rout, he shows us why performance reviews are bogus and how they undermine both creativity and productivity. And he puts a good deal of the blame squarely on human resources professionals, who perpetuate the very practice that they should be trying to eliminate. But Culbert does more than merely tear down. He also offers a substitute -- the performance preview -- that will actually accomplish the tasks that performance reviews were supposed to, but never will: holding people accountable for their actions and their results, and giving managers and their employees the kind of feedback they need for improving their skills and to give the company more of what it needs. With passion, humor, and a rare insight into what motivates all of us to do our best, Culbert offers all of us a chance to be better managers, better employees and, indeed, better people. Culbert has long said his goal is to make the world of work fit for human consumption. "Get Rid of the Performance Review!" shows us how to do just that.

An exultant novel of New York City at the turn of the twentieth century, about one man's rise to fame and fortune, and his mysterious murder—“engrossing” (Wall Street Journal), “immersive” (The New Yorker), and “seriously entertaining” (The Sunday Times, London). Andrew Haswell Green is dead, shot at the venerable age of eighty-three, when he thought life could hold no more surprises. The killing—on Park Avenue in broad daylight, on Friday the thirteenth—shook the city. Born to a struggling farmer, Green was a self-made man without whom there would be no Central Park, no Metropolitan Museum of Art, no Museum of Natural History, no New York Public Library. But Green had a secret, a life locked within him that now, in the hour of his death, may finally break free. A work of tremendous depth and piercing emotion, *The Great Mistake* is the story of a city transformed, a murder that made a private man infamous, and a portrait of a singular individual who found the world closed off to him—yet enlarged it.

A fearsome aspect of management is the performance appraisal. It has become a byword for unfairness and irritation among employees. Some management writers are even proposing in doing away with it. We agree that the current method of appraisal is unsustainable and counterproductive. In this book, we discuss Performance Leadership™ – the idea of leading employee performance, which should be the focus of management. Just doing appraisal or evaluation is not enough. Managers must incorporate the entire model of performance management and use it to lead within their workgroup, department, or organization. We walk managers through the steps of Performance Leadership, discussing the benefits and pitfalls of each step. The idea of making performance management work as a leadership style is new and simple, but it takes dedication to complete the task. This book is valuable for supervisors, managers, human resource staff, and others – anyone who needs to manage performance!

In the modern age of remote working and flexible work hours, why have most office spaces remained relatively unchanged for decades? In *Where is My Office?*, Chris Kane draws upon his extensive knowledge and experience in commercial property to investigate the new-found significance of innovative corporate real estate thinking in the modern workplace. With the rise of agile working, hot-desking and new technological innovations, the traditional office space no longer serves the needs of the modern workforce. With a foreword from Mark Thompson, CEO of The New York Times, this fascinating book highlights the bold new solutions to workplace practices which have the potential to invigorate employee productivity while simultaneously trimming excess costs. Chris poses his ground-breaking 'Smart Value' formula which underpinned the success of his redevelopment of the property portfolio of the BBC, and which can be adapted to enact meaningful and lasting organizational change in any business. This formula is supported through in-depth case studies from Chris's prestigious career, while interviews with prolific industry insiders such as Ronen Journo, SVP of WeWork and Mark Dixon, founder of Regus, provide fascinating insights into the ground-breaking strategies that are transforming the commercial property sector. *Where is My Office?* is a must-read for any business leader looking to revitalise their workplace and develop a greater understanding of the beneficial impacts that innovative workplace strategies can have upon their organization's success.

The true story of two women who found meaning, strength, and friendship in one of the most punishing and magnificent landscapes on earth. Amy Butcher was an accomplished college professor, mentor, and writer, but in her own home, she was embarrassed and emotionally burdened by an increasingly abusive relationship. Exhausted and terrified of the ways her partner's behavior could escalate, Amy reached out to Instagram celebrity Joy "Mothertrucker" Wiebe. Joy was a fifty-year-old wife and mother and the nation's only female ice road trucker, a woman who maneuvered big rigs through the Alaskan wilderness along the deadliest road in America. Joy was everything Amy wanted to be: independent, fearless, and in charge of her life in a landscape dominated by men. Invited by Joy to ride shotgun, Amy found her escape on a road that was treacherous, beautiful, and exhilarating—an adventurous ride through the Alaskan wilderness that was profoundly life changing. *Mothertrucker* is the story of that bracing four-hundred-mile journey navigating snow-glazed overpasses, ice-blue curves, and near plummets. It's also the stories that led them both to Alaska—an interrogation of the reality of female fear, domestic violence, and how to overcome—and an exploration into just how galvanizing friendships between women can be. In this groundbreaking book, Randall Kiser presents a multi-disciplinary, practice-based introduction to the major soft skills for

lawyers: self-awareness, self-development, social proficiency, wisdom, leadership, and professionalism. The work serves as both a map and a vehicle for developing the skills essential to self-knowledge and fulfillment, organizational respect and accomplishment, client satisfaction and appreciation, and professional improvement and distinction. It identifies the most important soft skills for attorneys, describes and applies hundreds of studies regarding psychology, law, and soft skills, and provides concrete steps and methods to improve soft skills. The book should be read by law students, attorneys, and anyone else interested in how lawyers should practice law.

Why did so many intelligent people—from venture capitalists to Wall Street elite—fall for the hype? And how did WeWork go so wrong? In little more than a decade, Neumann transformed himself from a struggling baby clothes salesman into the charismatic, hard-partying CEO of a company worth \$47 billion on paper. With his long hair and feel-good mantras, the six-foot-five Israeli transplant looked the part of a messianic truth teller. Investors swooned, and billions poured in. Neumann dined with the CEOs of JPMorgan and Goldman Sachs, entertaining a parade of power brokers desperate to get a slice of what he was selling: the country's most valuable startup, a once-in-a-lifetime opportunity and a generation-defining moment. Soon, however, WeWork was burning through cash faster than Neumann could bring it in. From his private jet, sometimes clouded with marijuana smoke, he scoured the globe for more capital. Then, as WeWork readied a Hail Mary IPO, it all fell apart.

In the tradition of Charles Duhigg's *The Power of Habit*, Christopher Cox's *The Deadline Effect* is a wise and counterintuitive book that explores the power of deadlines as uniquely effective tools of motivation and empowerment. Perfectionists and procrastinators alike agree—it's natural to dread a deadline. Whether your goal is to complete a masterpiece or just check off an overwhelming to-do list, the ticking clock signals despair. Christopher Cox knows the panic of the looming deadline all too well—as a magazine editor, he has spent years overseeing writers and journalists who couldn't meet a deadline to save their lives. After putting in a few too many late nights in the newsroom, he became determined to learn the secret of managing deadlines. He set off to observe nine different organizations as they approached a high-pressure deadline. Along the way, Cox made an ever greater discovery: these experts didn't just meet their big deadlines—they became more focused, productive, and creative in the process. In *The Deadline Effect*, Cox shares the strategies these teams used to guarantee success while staying on schedule: a restaurant opening for the first time, a ski resort covering an entire mountain in snow, a farm growing enough lilies in time for Easter, and more. Cox explains how readers can understand the psychological underpinnings of expectations and time, the dynamics of teams and customers, and techniques for using deadlines to make better, more assured decisions.

Shows how to use the Journal to understand the business cycle, federal fiscal policy, the stock market, and international transactions

As tech giants and startups disrupt every market, those who master large-scale software delivery will define the economic landscape of the 21st century, just as the masters of mass production defined the landscape in the 20th. Unfortunately, business and technology leaders are woefully ill-equipped to solve the problems posed by digital transformation. At the current rate of disruption, half of S&P 500 companies will be replaced in the next ten years. A new approach is needed. In *Project to Product*, Value Stream Network pioneer and technology business leader Dr. Mik Kersten introduces the Flow Framework—a new way of seeing,

measuring, and managing software delivery. The Flow Framework will enable your company's evolution from project-oriented dinosaur to product-centric innovator that thrives in the Age of Software. If you're driving your organization's transformation at any level, this is the book for you.

Are your employees meeting their goals? Is their work improving over time? Understanding where your employees are succeeding—and falling short—is a pivotal part of ensuring you have the right talent to meet organizational objectives. In order to work with your people and effectively monitor their progress, you need a system in place. The HBR Guide to Performance Management provides a new multi-step, cyclical process to help you keep track of your employees' work, identify where they need to improve, and ensure they're growing with the organization. You'll learn to: Set clear employee goals that align with company objectives Monitor progress and check in regularly Close performance gaps Understand when to use performance analytics Create opportunities for growth, tailored to the individual Overcome and avoid burnout on your team Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

Discover the keys to management success as Daft/Marcic's *UNDERSTANDING MANAGEMENT*, 11E integrates classic management principles with today's latest management ideas. This captivating, market-leading edition focuses on management and entrepreneurial issues within small to midsize companies -- where you are most likely to begin your career - while still addressing challenges in larger global enterprises. Numerous new examples from today's food business further reflect today's trends. You gain valuable insights as you examine best practices in current management. This streamlined edition helps you build practical skills with engaging examples, skill-building and application exercises in every chapter. You examine how change demands innovation and how innovation requires forward-thinking and flexible leaders and organizations. Learn to become the successful manager who seizes business opportunities and leads change. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

MANAGEMENT, 12E includes several innovative pedagogical features to help students understand their management capabilities and learn what it's like to manage in an organization today. Each of the 19 chapters begins with an opening questionnaire that engages the reader's interest, directly connects to the topic of the chapter, and enables students to see how they respond to situations and challenges that real-life managers typically face. A New Manager Self-Test in each chapter provides students with further insight into how they would function in the real world of management. The Remember This bullet-point summaries at the end of each major chapter section give students a snapshot of the key points and concepts covered in that section. The end-of-chapter questions have been carefully revised to encourage critical thinking and application of chapter concepts, and Small Group Break-out exercises give students the opportunity to apply concepts while building teamwork skills. Ethical dilemmas, all-new end-of-chapter cases, and a fully updated set of On the Job video cases help students sharpen their diagnostic skills for management problem solving. The chapter sequence in *MANAGEMENT* is organized around the management functions of planning, organizing, leading, and controlling. These four functions effectively encompass management research and the characteristics of the manager's job. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

A provocative, feminist novel about a woman who persists in spite of the violence, injustice, and oppression that fills her world. Bina is a woman who's had enough and isn't afraid to say so. "I'm here to warn you, not reassure you," she announces at the book's outset. In a series of taut, urgent missives she attempts to set the record of her life straight, and in doing so, to be useful to others. Yet being useful is what landed her in jail. Empathy is her Achilles' heel. Her troubles seem to stem from an injured stranger named Eddie, and they multiply when her charity extends from delivering meals to the elderly to working with the dying. No good deed of hers goes unpunished and the costs of her capacity for care are legion, as one by one she is denied her livelihood, her health, and her freedom, but her voice continues resolutely, an act of friendship in itself. Bina is an unsettling, thought-provoking novel of formal inventiveness and moral and emotional complexity by a bold and talented writer.

The authors separate the five discrete functions of appraisal: coaching, feedback, compensation, employee development, and legal documentation and clarify the objectives of each. They examine the atrocious track record of appraisals.

Get Rid of the Performance Review! How Companies Can Stop Intimidating, Start Managing--and Focus on What Really Matters--Business Plus The performance review. It is one of the most insidious, most damaging, and yet most ubiquitous of corporate activities. We all hate it. And yet nobody does anything about it. Until now... Straight-talking Sam Culbert, management guru and UCLA professor, minces no words as he puts managers on notice that -- with the performance review as their weapon of choice -- they have built a corporate culture based on intimidation and fear. Teaming up with Wall Street Journal Senior Editor Lawrence Rout, he shows us why performance reviews are bogus and how they undermine both creativity and productivity. And he puts a good deal of the blame squarely on human resources professionals, who perpetuate the very practice that they should be trying to eliminate. But Culbert does more than merely tear down. He also offers a substitute -- the performance preview -- that will actually accomplish the tasks that performance reviews were supposed to, but never will: holding people accountable for their actions and their results, and giving managers and their employees the kind of feedback they need for improving their skills and to give the company more of what it needs. With passion, humor, and a rare insight into what motivates all of us to do our best, Culbert offers all of us a chance to be better managers, better employees and, indeed, better people. Culbert has long said his goal is to make the world of work fit for human consumption. "Get Rid of the Performance Review!" shows us how to do just that. Get it Done Surprising Lessons from the Science of Motivation Macmillan 'A compelling and revelatory new framework for setting and achieving your goals, from a psychologist on the cutting edge of motivational science' - Carol Dweck, PhD, author of Mindset A great deal of ink has been spilled on the subject of motivating and influencing others, but what happens when the person you most want to influence is you? Setting and achieving goals for yourself - at work, at home, and in relationships - is harder than it seems. How do you know where to start? How do you carry on in the face of roadblocks and distractions? How do you decide which tasks and ambitions to prioritize when you're faced with more responsibilities, needs and desires than you can keep track of? In Get it Done, psychologist and behavioural scientist Ayelet Fishbach presents a new theoretical framework for self-motivated action, explaining how to identify the right goals, attack the 'middle problem', battle temptations, use the help of others around you and so much more. With fascinating research from the field of motivation science and compelling stories of people who learned to motivate themselves, Get it Done illuminates invaluable strate-

gies for pulling yourself in whatever direction you want to go - so you can achieve your goals while staying healthy, clearheaded and happy. Where is My Office? Reimagining the Workplace for the 21st Century Bloomsbury Publishing In the modern age of remote working and flexible work hours, why have most office spaces remained relatively unchanged for decades? In Where is My Office?, Chris Kane draws upon his extensive knowledge and experience in commercial property to investigate the new-found significance of innovative corporate real estate thinking in the modern workplace. With the rise of agile working, hot-desking and new technological innovations, the traditional office space no longer serves the needs of the modern workforce. With a foreword from Mark Thompson, CEO of The New York Times, this fascinating book highlights the bold new solutions to workplace practices which have the potential to invigorate employee productivity while simultaneously trimming excess costs. Chris poses his groundbreaking 'Smart Value' formula which underpinned the success of his redevelopment of the property portfolio of the BBC, and which can be adapted to enact meaningful and lasting organizational change in any business. This formula is supported through in-depth case studies from Chris's prestigious career, while interviews with prolific industry insiders such as Ronen Journo, SVP of WeWork and Mark Dixon, founder of Regus, provide fascinating insights into the ground-breaking strategies that are transforming the commercial property sector. Where is My Office? is a must-read for any business leader looking to revitalise their workplace and develop a greater understanding of the beneficial impacts that innovative workplace strategies can have upon their organization's success. Baby, Unplugged One Mother's Search for Balance, Reason, and Sanity in the Digital Age HarperCollins A charming, meticulously researched, and illuminating look at how technology infiltrates every aspect of raising children today, filled with helpful advice parents can use to best navigate the digital landscape, and ultimately learn to trust their own judgment. There's an app or device for nearly every aspect of parenting today: monitoring your baby; entertaining or educating your toddler; connecting with other new parents for tips, tricks, and community—virtually every aspect of daily life. But it isn't a parenting paradise; the truth is much more complicated. The mother of two young daughters, journalist Sophie Brickman wondered what living in a tech-saturated world was doing to her and her children. She turned to experts, academics, doctors, and innovators for advice and insight. Baby, Unplugged brings together Brickman's in-depth research with her own candid (sometimes hilarious) personal experience to help parents sort through the wide and often confusing tech offerings available today and to sort out what's helpful and what's not. Filled with relatable and entertaining stories as well as practical takeaways, Baby, Unplugged is destined to become a touchstone for parents today, giving them the permission to forge their own path through the morass of technological options, to restore their faith in themselves, and to help them raise good, social, and engaged people in the modern world. Smarter Tomorrow How 15 Minutes of Neurohacking a Day Can Help You Work Better, Think Faster, and Get More Done Little, Brown Spark What if you could upgrade your brain in 15 minutes a day? Let Elizabeth Ricker, an MIT and Harvard-trained brain researcher turned Silicon Valley technologist, show you how. Join Ricker on a wild and edifying romp through the cutting-edge world of neuroscience and biohacking. You'll encounter Olympic athletes, a game show contestant, a memory marvel, a famous CEO, and scientists galore. From Ricker's decade-long quest, you will learn: ● The brain-based reason so many self-improvement projects fail . . . But how a little-known secret of Nobel Prize winning scientists could finally unlock success ● Which four abilities—both cognitive and emotional—can predict success in work and relationships . . .

and a new system for improving all four ● Which seven research-tested tools can supercharge mental performance. They range from low-tech (a surprising new mindset) to downright futuristic (an electrical device for at-home brain stimulation) Best of all, you will learn to upgrade your brain with Ricker's 20 customizable self-experiments and a sample, 12-week schedule. Ricker distills insights from dozens of interviews and hundreds of research studies from around the world. She tests almost everything on herself, whether it's nicotine, video games, meditation, or a little-known beverage from the Pacific islands. Some experiments fail hilariously—but others transform her cognition. She is able to sharpen her memory, increase her attention span, boost her mood, and clear her brain fog. By following Ricker's system, you'll uncover your own boosts to mental performance, too. Join a growing, global movement of neurohackers revolutionizing their careers and relationships. Let this book change 15 minutes of your day, and it may just change the rest of your life!

The Deadline Effect How to Work Like It's the Last Minute—Before the Last Minute Simon and Schuster In the tradition of Charles Duhigg's *The Power of Habit*, Christopher Cox's *The Deadline Effect* is a wise and counterintuitive book that explores the power of deadlines as uniquely effective tools of motivation and empowerment. Perfectionists and procrastinators alike agree—it's natural to dread a deadline. Whether your goal is to complete a masterpiece or just check off an overwhelming to-do list, the ticking clock signals despair. Christopher Cox knows the panic of the looming deadline all too well—as a magazine editor, he has spent years overseeing writers and journalists who couldn't meet a deadline to save their lives. After putting in a few too many late nights in the newsroom, he became determined to learn the secret of managing deadlines. He set off to observe nine different organizations as they approached a high-pressure deadline. Along the way, Cox made an ever greater discovery: these experts didn't just meet their big deadlines—they became more focused, productive, and creative in the process. In *The Deadline Effect*, Cox shares the strategies these teams used to guarantee success while staying on schedule: a restaurant opening for the first time, a ski resort covering an entire mountain in snow, a farm growing enough lilies in time for Easter, and more. Cox explains how readers can understand the psychological underpinnings of expectations and time, the dynamics of teams and customers, and techniques for using deadlines to make better, more assured decisions.

Rough Ideas Reflections on Music and More Farrar, Straus and Giroux A collection of essays on music and life by the famed classical pianist and composer Stephen Hough is one of the world's leading pianists, winning global acclaim and numerous awards, both for his concerts and his recordings. He is also a writer, composer, and painter, and has been described by *The Economist* as one of "Twenty Living Polymaths." Hough writes informally and engagingly about music and the life of a musician, from the broader aspects of what it is to walk out onto a stage or to make a recording, to specialist tips from deep inside the practice room: how to trill, how to pedal, how to practice. He also writes vividly about people he's known, places he's traveled to, books he's read, paintings he's seen; and he touches on more controversial subjects, such as assisted suicide and abortion. Even religion is there—the possibility of the existence of God, problems with some biblical texts, and the challenges involved in being a gay Catholic.

Rough Ideas is an illuminating, constantly surprising introduction to the life and mind of one of our great cultural figures.

The Great Mistake A novel Knopf An exultant novel of New York City at the turn of the twentieth century, about one man's rise to fame and fortune, and his mysterious murder—"engrossing" (*Wall Street Journal*), "immersive" (*The New Yorker*), and "seriously entertaining" (*The Sunday Times*, London). Andrew Haswell Green is dead, shot at

the venerable age of eighty-three, when he thought life could hold no more surprises. The killing—on Park Avenue in broad daylight, on Friday the thirteenth—shook the city. Born to a struggling farmer, Green was a self-made man without whom there would be no Central Park, no Metropolitan Museum of Art, no Museum of Natural History, no New York Public Library. But Green had a secret, a life locked within him that now, in the hour of his death, may finally break free. A work of tremendous depth and piercing emotion, *The Great Mistake* is the story of a city transformed, a murder that made a private man infamous, and a portrait of a singular individual who found the world closed off to him—yet enlarged it.

Magritte A Life Pantheon The first major biography of the pathbreaking, perpetually influential surrealist artist and iconoclast whose inspiration can be seen in everyone from Jasper Johns to Beyoncé—by the celebrated biographer of Cézanne and Braque In this thought-provoking life of René Magritte (1898–1967), Alex Danchev makes a compelling case for Magritte as the single most significant purveyor of images to the modern world. Magritte's surreal sensibility, deadpan melodrama, and fine-tuned outrageousness have become an inescapable part of our visual landscape, through such legendary works as *The Treachery of Images* (*Ceci n'est pas une pipe*), and his celebrated iterations of *Man in a Bowler Hat*. Danchev explores the path of this highly unconventional artist, from his middle-class Belgian beginnings to the years in which he led a small, brilliant band of surrealists (and famously clashed with André Breton) to his first major retrospective, which traveled to the United States in 1965 and gave rise to his international reputation. Using thirty-two pages of color images and more than 160 black-and-white illustrations throughout the text, Danchev delves deeply into Magritte's artistic development and the profound questions he raised in his work about the very nature of authenticity.

The Premonition: A Pandemic Story W. W. Norton & Company New York Times Bestseller For those who could read between the lines, the censored news out of China was terrifying. But the president insisted there was nothing to worry about. Fortunately, we are still a nation of skeptics. Fortunately, there are those among us who study pandemics and are willing to look unflinchingly at worst-case scenarios. Michael Lewis's taut and brilliant nonfiction thriller pits a band of medical visionaries against the wall of ignorance that was the official response of the Trump administration to the outbreak of COVID-19. The characters you will meet in these pages are as fascinating as they are unexpected. A thirteen-year-old girl's science project on transmission of an airborne pathogen develops into a very grown-up model of disease control. A local public-health officer uses her worm's-eye view to see what the CDC misses, and reveals great truths about American society. A secret team of dissenting doctors, nicknamed the Wolverines, has everything necessary to fight the pandemic: brilliant backgrounds, world-class labs, prior experience with the pandemic scares of bird flu and swine flu...everything, that is, except official permission to implement their work. Michael Lewis is not shy about calling these people heroes for their refusal to follow directives that they know to be based on misinformation and bad science. Even the internet, as crucial as it is to their exchange of ideas, poses a risk to them. They never know for sure who else might be listening in.

New York's Finest Stories of the NYPD and the Hero Cops Who Saved the City Twelve The gritty, true blue story of two remarkable cops and an equally extraordinary nurse who provided the spirit and smarts that transformed Fear City into the safest big city in America. **NEW YORK'S FINEST** is the story of a city's transformation through the tireless efforts of Detective Steven McDonald, Nurse Justiniano, Jack Maple, and a host of hero cops—including the great niece of Jazz Age great Josephine Baker—the finest of *The Finest*. The son and grandson of cops, Officer McDonald was shot and paralyzed

from the neck down while on patrol in 1986. The doctors said that if he did survive, he would be better off dead. It was then he came under the care of one Nurse Nina Justiniano. Where the teenage gunman was produced by the worst of Harlem's social ills, she personified its many graces, rescuing Steven from despair and urging him to transcend hate and bitterness. McDonald was then promoted to detective at the urging of NYPD Deputy Commissioner Jack Maple, a postal worker's son who sported a bow tie, Homburg hat, and two-tone shoes as he implemented transformative crime-fighting strategies to deter violent subway robberies. Coming up in the force, Maple had been routinely mocked for imagining the impossible: that Times Square would one day be a destination for families and tourists. Now, resentments and tensions are mounting in the same neighborhoods that most benefited from the careful consideration of officers like McDonald and Maple. But as *NEW YORK'S FINEST* illustrates, their legacies, and those of people like Nurse Justiniano, may well rescue New York City from its present state of unrest and struggle in the wake of protests and the pandemic.

Mothertrucker A Memoir Little A The true story of two women who found meaning, strength, and friendship in one of the most punishing and magnificent landscapes on earth. Amy Butcher was an accomplished college professor, mentor, and writer, but in her own home, she was embarrassed and emotionally burdened by an increasingly abusive relationship. Exhausted and terrified of the ways her partner's behavior could escalate, Amy reached out to Instagram celebrity Joy "Mothertrucker" Wiebe. Joy was a fifty-year-old wife and mother and the nation's only female ice road trucker, a woman who maneuvered big rigs through the Alaskan wilderness along the deadliest road in America. Joy was everything Amy wanted to be: independent, fearless, and in charge of her life in a landscape dominated by men. Invited by Joy to ride shotgun, Amy found her escape on a road that was treacherous, beautiful, and exhilarating--an adventurous ride through the Alaskan wilderness that was profoundly life changing. *Mothertrucker* is the story of that bracing four-hundred-mile journey navigating snow-glazed overpasses, ice-blue curves, and near plummets. It's also the stories that led them both to Alaska--an interrogation of the reality of female fear, domestic violence, and how to overcome--and an exploration into just how galvanizing friendships between women can be.

The Performance Appraisal Question and Answer Book A Survival Guide for Managers AMACOM/American Management Association Most managers hate conducting performance appraisal discussions. What's worse, few feel confident in their ability to accurately assess the performance of a subordinate. In *The Performance Appraisal Question and Answer Book*, expert Dick Grote answers over 100 of the most common -- and most difficult -- questions about this vitally important but often misunderstood and misused tool, including: * How should I react when an employee starts crying during the appraisal discussion . . . or gets mad at me? * Which is more important -- the results the person achieved or the way she went about doing the. *MGMT* Cengage Learning 4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

HBR Guide to Performance Management (HBR Guide Series) Harvard Business Press Are your employees meeting their goals? Is their work improving over time? Understanding where your employees are succeeding—and falling short—is a pivotal part of ensuring you have the right talent to meet organizational objectives. In order to work with your people and effectively monitor their progress, you need a system in place. The *HBR Guide to Performance Management* provides a new multi-step,

cyclical process to help you keep track of your employees' work, identify where they need to improve, and ensure they're growing with the organization. You'll learn to: Set clear employee goals that align with company objectives Monitor progress and check in regularly Close performance gaps Understand when to use performance analytics Create opportunities for growth, tailored to the individual Overcome and avoid burnout on your team Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the *HBR Guides* provide smart answers to your most pressing work challenges.

Human Resource Management: Functions, Applications, and Skill Development SAGE Publications, Incorporated Written for both HRM majors and non-majors, *Human Resource Management: Functions, Applications, and Skill Development* equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range of organizations, including Starbucks and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video on social media and hiring. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) allow students to engage with the material in a more meaningful way that supports learning. LMS Cartridge Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

Understanding Management: Cengage Learning Discover the keys to management success as Daft/Marcic's *UNDERSTANDING MANAGEMENT*, 11E integrates classic management principles with today's latest management ideas. This captivating, market-leading edition focuses on management and entrepreneurial issues within small to midsize companies -- where you are most likely to begin your career - while still addressing challenges in larger global enterprises. Numerous new examples from today's food business further reflect today's trends. You gain valuable insights as you examine best practices in current management. This streamlined edition helps you build practical skills with engaging examples, skill-building and application exercises in every chapter. You examine how change demands innovation and how innovation requires forward-thinking and flexible leaders and organizations. Learn to become the successful manager who seizes business opportunities and leads change. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Management Cengage Learning *MANAGEMENT*, 12E includes several innovative pedagogical features to help students understand their management capabilities and learn what

it's like to manage in an organization today. Each of the 19 chapters begins with an opening questionnaire that engages the reader's interest, directly connects to the topic of the chapter, and enables students to see how they respond to situations and challenges that real-life managers typically face. A New Manager Self-Test in each chapter provides students with further insight into how they would function in the real world of management. The Remember This bullet-point summaries at the end of each major chapter section give students a snapshot of the key points and concepts covered in that section. The end-of-chapter questions have been carefully revised to encourage critical thinking and application of chapter concepts, and Small Group Breakout exercises give students the opportunity to apply concepts while building teamwork skills. Ethical dilemmas, all-new end-of-chapter cases, and a fully updated set of On the Job video cases help students sharpen their diagnostic skills for management problem solving. The chapter sequence in MANAGEMENT is organized around the management functions of planning, organizing, leading, and controlling. These four functions effectively encompass management research and the characteristics of the manager's job. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

People Strategy How to Invest in People and Make Culture Your Competitive Advantage John Wiley & Sons The Wall Street Journal best-seller! Learn to unlock the potential of your employees and colleagues with this definitive resource for people management **People Strategy: How to Invest in People and Make Culture Your Competitive Advantage** provides readers with a powerful framework in which to develop high-performing teams, increase employee motivation, and use data to build an inviting and effective company culture. Author Jack Altman, cofounder and CEO of Lattice, an award-winning HR and performance management platform, shows you how to: Establish the values that will form the bedrock of your organization Develop feedback processes that help employees feel heard, supported, and equipped to succeed Monitor the breadth and depth of employee engagement in your company Use the data and insights created by your People Strategy to drive business results Perfect for executives, managers, and human resource professionals, **People Strategy** also belongs on the bookshelves of anyone with even an interest in how to develop, nurture, and unlock the potential of their employees and colleagues.

MGMT4 Cengage AUMGMT4 is the fourth Asia-Pacific edition of this innovative approach to teaching and learning the principles of management. Concise yet complete coverage of the subject, supported by a suite of online learning tools and teaching material equips students and instructors with the resources required to successfully undertake an introductory management course. This highly visual and engaging resource is now available on the MindTap eLearning platform, allowing for seamless delivery both online and in-class. With the Cengage Mobile app students can take course materials with them - anytime, anywhere. New, print versions of this book include access to the MindTap platform.

Exploring Management John Wiley & Sons Exploring Management supports teaching and learning of core management concepts by presenting material in a straightforward, conversational style with a strong emphasis on application. With a focus on currency, high-interest examples and pedagogy that encourages critical thinking and personal reflection, Exploring Management is the perfect balance between what students need and what instructors want.

Performance Leadership™ Business Expert Press A fearsome aspect of management is the performance appraisal. It has become a byword for unfairness and irritation among employees. Some management writers are even proposing in doing away with it. We agree that the current method of appraisal is unsustainable and counterproductive. In this book, we discuss Per-

formance Leadership™ - the idea of leading employee performance, which should be the focus of management. Just doing appraisal or evaluation is not enough. Managers must incorporate the entire model of performance management and use it to lead within their workgroup, department, or organization. We walk managers through the steps of Performance Leadership, discussing the benefits and pitfalls of each step. The idea of making performance management work as a leadership style is new and simple, but it takes dedication to complete the task. This book is valuable for supervisors, managers, human resource staff, and others - anyone who needs to manage performance!

Project to Product Value Stream Network pioneer and technology business leader Dr. Mik Kersten introduces the Flow Framework—a new way of seeing, measuring, and managing software delivery. The Flow Framework will enable your company's evolution from project-oriented dinosaur to product-centric innovator that thrives in the Age of Software. If you're driving your organization's transformation at any level, this is the book for you.

Creating High Performance Teams Applied Strategies and Tools for Managers and Team Members Routledge Creating High Performance Teams is an accessible and thorough new introduction to this key area of business education. Written by teams experts Ray Aldag and Loren Kuzuhara, this book provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members. Built on a solid foundation of the most up to date research and theory, chapters are packed with case studies, real-world examples, tasks and discussion questions, while a companion website supports the book with a wealth of useful resources for students, team members, and instructors. Centered around an original model for high performance teams, topics covered include: Building and developing effective teams Managing diversity Effective communication Team processes - meetings, performance management Dealing with change and team problems Current issues - virtual teams, globalization With its combined emphasis on principles and application, interwoven with the tools, topics, and teams most relevant today, **Creating High Performance Teams** is perfectly placed to equip upper-level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation.

Compassionate Management of Mental Health in the Modern Workplace Springer This proactive guide brings the relationship between work life and mental well-being into sharp focus, surveying common challenges and outlining real-life solutions. The authors' approach posits managers as the chief mental health officers of their teams, offering both a science-based framework for taking stock of their own impact on the workplace and strategies for improvement. Areas for promoting mental wellness include reducing stress and stigma, building a safe climate for talking about mental health issues, recognizing at-risk employees, and embracing diversity and neurodiversity. Emphasizing key questions to which managers should be attuned, the book speaks to its readers—whether in corporate, nonprofit, start-up, or non-business organizations—as a friendly and trusted mentor. Featured in the coverage: · Mind the mind: how am I doing, and how can I do better? · Dare to care: how are my people doing, and how might I help? · Building blocks for mental health: how do

I manage my team? · Stress about stressors: what is constantly changing in the environment? · Changing my organization and beyond: how can I have a greater impact? *Compassionate Management of Mental Health in the Modern Workplace* holds timely relevance for managers, human resources staff, chief medical officers, development heads in professional service firms, union or employee organization leaders, legal and financial professionals, and others in leadership and coaching positions. "Workplace mental health: Wow! A subject that frightens most managers. If they read this book, they will strengthen their own skills and transform their workplace and our society." Donna E. Shalala, Trustee Professor of Political Science and Health Policy, University of Miami; former U.S. Secretary of Health and Human Services "Mental health is an underappreciated, and oft-misunderstood challenge that is growing in the modern workplace. This book provides leaders with practical advice to address mental health challenges in their organization and improve productivity and wellbeing. This is a topic that can no longer be ignored by leaders in any field, and a book that will fundamentally change the way we think about and help improve mental health in the workplace." Dominic Barton, Managing Director, McKinsey & Company *Tearing Down the Walls How Sandy Weill Fought His Way to the Top of the Financial World. . .and Then Nearly Lost It All* Simon and Schuster Traces the life and career of the financial mogul from his early days as a disadvantaged Brooklyn son of Jewish immigrants to his entrepreneurial triumphs with Solomon Smith Barney and Citigroup. Reprint. 35,000 first printing. *Unsettled What Climate Science Tells Us, What It Doesn't, and Why It Matters* Ben Bella Books "Surging sea levels are inundating the coasts." "Hurricanes and tornadoes are becoming fiercer and more frequent." "Climate change will be an economic disaster." You've heard all this presented as fact. But according to science, all of these statements are profoundly misleading. When it comes to climate change, the media, politicians, and other prominent voices have declared that "the science is settled." In reality, the long game of telephone from research to reports to the popular media is corrupted by misunderstanding and misinformation. Core questions—about the way the climate is responding to our influence, and what the impacts will be—remain largely unanswered. The climate is changing, but the why and how aren't as clear as you've probably been led to believe. Now, one of America's most distinguished scientists is clearing away the fog to explain what science really says (and doesn't say) about our changing climate. In *Unsettled: What Climate Science Tells Us, What It Doesn't, and Why It Matters*, Steven Koonin draws upon his decades of experience—including as a top science advisor to the Obama administration—to provide up-to-date insights and expert perspective free from political agendas. Fascinating, clear-headed, and full of surprises, this book gives readers the tools to both understand the climate issue and be savvier consumers of science media in general. Koonin takes readers behind the headlines to the more nuanced science itself, showing us where it comes from and guiding us through the implications of the evidence. He dispels popular myths and unveils little-known truths: despite a dramatic rise in greenhouse gas emissions, global temperatures actually decreased from 1940 to 1970. What's more, the models we use to predict the future aren't able to accurately describe the climate of the past, suggesting they are deeply flawed. Koonin also tackles society's response to a changing climate, using data-driven analysis to explain why many proposed "solutions" would be ineffective, and discussing how alternatives like adaptation and, if necessary, geoengineering will ensure humanity continues to prosper. *Unsettled* is a reality check buoyed by hope, offering the truth about climate science that you aren't getting elsewhere—what we know, what we don't, and what it all means for our future. *You're Paid What You're Worth* Harvard Uni-

versity Press A myth-busting book challenges the idea that we're paid according to objective criteria and places power and social conflict at the heart of economic analysis. Your pay depends on your productivity and occupation. If you earn roughly the same as others in your job, with the precise level determined by your performance, then you're paid market value. And who can question something as objective and impersonal as the market? That, at least, is how many of us tend to think. But according to Jake Rosenfeld, we need to think again. Job performance and occupational characteristics do play a role in determining pay, but judgments of productivity and value are also highly subjective. What makes a lawyer more valuable than a teacher? How do you measure the output of a police officer, a professor, or a reporter? Why, in the past few decades, did CEOs suddenly become hundreds of times more valuable than their employees? The answers lie not in objective criteria but in battles over interests and ideals. In this contest four dynamics are paramount: power, inertia, mimicry, and demands for equity. Power struggles legitimize pay for particular jobs, and organizational inertia makes that pay seem natural. Mimicry encourages employers to do what peers are doing. And workers are on the lookout for practices that seem unfair. Rosenfeld shows us how these dynamics play out in real-world settings, drawing on cutting-edge economics, original survey data, and a journalistic eye for compelling stories and revealing details. At a time when unions and bargaining power are declining and inequality is rising, *You're Paid What You're Worth* is a crucial resource for understanding that most basic of social questions: Who gets what and why? *The Busy Leader's Handbook How To Lead People and Places That Thrive* John Wiley & Sons A comprehensive book of "need-to-know" insights for busy leaders Being a great leader means getting the fundamentals right. It also means consistently doing the "little things" that make a positive difference in the lives of employees, customers, and other stakeholders. *The Busy Leader's Handbook: How to Lead People and Places That Thrive* is a practical, easy-to-use book filled with gentle reminders of what we should be doing every day—especially when work is at its most intense. The Handbook is packed with proven best practices, tools, tips, and tactics for engaging employees, revitalizing cultures, delighting customers, and building high-performance companies. Short, succinct, and accessible, each chapter is "stand-alone," offering helpful advice for meeting common business challenges. Plus, the strategies, approaches, and tactics are designed to be put into action immediately. Best-selling author, businessman, visionary, and entrepreneur Quint Studer draws on his 30-plus years of experience in helping organizations of all sizes and leaders at every level reach peak performance. Comprehensive in scope, his book overflows with insights and practical advice to help you make smart leadership decisions. For example: Why putting the right foundational structures in place early on creates clarity and heads off problems that cause businesses to struggle and fail The importance of followership: why being a good leader requires that you first be a good follower Why we tend to run from self-disruption and a sense of being unsettled (and how to learn to embrace them instead) Why leaders should seek consent, not consensus How to engage employees and create a positive workplace culture How to help employees find meaning and purpose in their work How to conduct difficult conversations and resolve conflicts—and why having these skills (or not) can make or break you as a leader Advice for attracting and hiring the best talent, retaining them over time, and dealing with the low performers who drive them away Why mentoring is so powerful and how to encourage it inside your company Tips and tactics for seeing the world through your customer's eyes How to reduce customer anxiety (and encourage them to buy) with the right words at the right times for the right reasons *The Busy Lead-*

er's Handbook functions as a desk reference and pocket guide for anyone in a leadership position. It's also a great training tool for onboarding new leaders. Whether you work for a start-up, a small or mid-size business, or a large corporation, this book will change how you think, inspire you to do your job better—and help your organization thrive.

Soft Skills for the Effective Lawyer Cambridge University Press In this groundbreaking book, Randall Kiser presents a multi-disciplinary, practice-based introduction to the major soft skills for lawyers: self-awareness, self-development, social proficiency, wisdom, leadership, and professionalism. The work serves as both a map and a vehicle for developing the skills essential to self-knowledge and fulfillment, organizational respect and accomplishment, client satisfaction and appreciation, and professional improvement and distinction. It identifies the most important soft skills for attorneys, describes and applies hundreds of studies regarding psychology, law, and soft skills, and provides concrete steps and methods to improve soft skills. The book should be read by law students, attorneys, and anyone else interested in how lawyers should practice law.

The Cult of WeWork, Adam Neumann, and **the Great Startup Delusion** Crown Why did so many intelligent people—from venture capitalists to Wall Street elite—fall for the hype? And how did WeWork go so wrong? In little more than a decade, Neumann transformed himself from a struggling baby clothes salesman into the charismatic, hard-partying CEO of a company worth \$47 billion—on paper. With his long hair and feel-good mantras, the six-foot-five Israeli transplant looked the part of a messianic truth teller. Investors swooned, and billions poured in. Neumann dined with the CEOs of JPMorgan and Goldman Sachs, entertaining a parade of power brokers desperate to get a slice of what he was selling: the country's most valuable startup, a once-in-a-lifetime opportunity and a generation-defining moment. Soon, however, WeWork was burning through cash faster than Neumann could bring it in. From his private jet, sometimes clouded with marijuana smoke, he scoured the globe for more capital. Then, as WeWork readied a Hail Mary IPO, it all fell apart.

Supervision: Concepts and Practices of Management Cengage Learning Differentiate yourself in a competitive marketplace with **SUPERVISION: CONCEPTS AND PRACTICES OF MANAGEMENT**, 13E. A blend of traditional management concepts and emerging insights, the text draws from the authors' firsthand business experience to deliver the leadership skills hiring managers want but rarely find in new recruits. This comprehensive single source for supervisory management expertise addresses the most critical challenges in business today, including globalization, economic turbulence, transitional and temporary workers, virtual employees, technology, outsourcing, and downsizing. Hands-on and practical, the text complements chapter readings with skill-building techniques and captivating video cases from well-known organizations, letting you experience supervisory roles yourself. Special attention to diversity and ethics also helps you develop a better sense of life beyond the classroom and enhances the text's extensive coverage of communication, decision making, conflict resolution, and other essential supervisory skills.

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Bina A Novel in Warnings New York Review of Books A provocative, feminist novel about a woman who persists in spite of the violence, injustice, and oppression that fills her world. Bina is a woman who's had enough and isn't afraid to say so. "I'm here to warn you, not reassure you," she announces at the book's outset. In a series of taut, urgent missives she attempts to set the record of her life straight, and in doing so, to be useful to others. Yet being useful is what landed her in jail. Empathy is her Achilles' heel. Her troubles seem to stem from an injured stranger named Eddie, and they multiply when her charity extends from

delivering meals to the elderly to working with the dying. No good deed of hers goes unpunished and the costs of her capacity for care are legion, as one by one she is denied her livelihood, her health, and her freedom, but her voice continues resolutely, an act of friendship in itself. Bina is an unsettling, thought-provoking novel of formal inventiveness and moral and emotional complexity by a bold and talented writer.

The Irwin Guide to Using the Wall Street Journal McGraw-Hill Companies Shows how to use the Journal to understand the business cycle, federal fiscal policy, the stock market, and international transactions

The Wall Street Journal Index Human Resources for the Non-HR Manager Psychology Press Human Resources for the Non-HR Manager appeals to anyone interested in management issues. The book explains why human resource issues are increasing the responsibilities of front-line managers rather than the HR department. Chapters present the basics of HR including the fundamentals of hiring, performance appraisal, reward systems, and disciplinary systems, so that any manager—regardless of his or her background or functional area—can approach these parts of the job with confidence. The book also covers the latest developments in equal opportunity law and describes the manager's responsibilities in controlling sexual harassment and managing diverse employees, including older workers and employees with disabilities. Each chapter's material is firmly grounded in the current HR academic literature, but the book's friendly, conversational tone conveys basic principles of good practice without technical jargon. Designed to make the material more accessible and personally relevant, the book includes the following special features: *Manager's Checkpoints—a series of questions that help the reader apply the material to his or her own organizational context; *Boxes that describe real-life examples of how companies respond to HR challenges; *For Further Reading—references to articles published in outlets that bridge the academic-practitioner divide; *Manager's Knots—presented in a question-and-answer format, these describe typical managerial problems, take the reader into some of the gray, ambiguous areas of HR, and suggest ways to apply the chapter material to real-life managerial dilemmas.

Conversations About Job Performance A Communication Perspective on the Appraisal Process Business Expert Press Organizational appraisals systems are often ineffective and result in unnecessary spending on the part of a company and unnecessary anxiety on the part of employees. Written for practitioners and advanced students, this book presents an alternative approach to the performance appraisal process that focuses on communication rather than evaluation. In this communication-centered approach to performance, the appraisal process is designed to facilitate meaningful and open interaction between employees and their supervisors.

Abolishing Performance Appraisals Why They Backfire and What to Do Instead Berrett-Koehler Publishers The authors separate the five discrete functions of appraisal: coaching, feedback, compensation, employee development, and legal documentation and clarify the objectives of each. They examine the atrocious track record of appraisals.

Messiah Head of Zeus Ltd In 1741, in just 24 days, the German-born, British-naturalized composer George Frideric Handel wrote an oratorio rich in tuneful arias and choruses of robust grandeur. Coolly received in London at first, after Handel's death Messiah enjoyed an extraordinary surge in popularity: it was performed at festivals across England; other composers rushed to rearrange it; it would be commercially recorded on more than 100 occasions. Jonathan Keates tells the story of the composition and musical afterlife of Handel's masterpiece: he considers the first performances and its place in Handel's output; he looks at the oratorio itself and its relationship with spirituality in the age of the Enlightenment; and he examines why Messiah became such an essential element in the national culture of Britain. Illus-

trated with beautiful images, including the original score of the work, *Messiah* is a richly informative and affectionate celebration of a high-point of Britain's Georgian golden age. Management John Wiley & Sons Today's students are tomorrow's leaders and managers. The Management, Fifth Canadian Edition WileyPLUS course helps students discover their true potential and accept personal responsibility for developing career skills to become future leaders in the workplace. New content on topics like disruption, Big Data, AI, machine learning, and sustainability, plus thought-provoking exercises give students a fundamental understanding of today's world of management while urging them to reflect on their own behavior and decision-making processes. Management provides exciting new student engagement features on key themes of Analysis, Ethics, Choices, Insight, and Wisdom to attract learners' attention and prompt additional reflection, while fresh author videos, updated video cases accompanying each chapter, and other digital assets bring managerial theory to life. By the end of the course, students will be able to understand and apply management principles, have developed concrete skills for career readiness, gained confidence in critical thinking, and embraced lifelong learning to ensure professional success.

Human Resources for the Non-HR Manager appeals to anyone interested in management issues. The book explains why human resource issues are increasing the responsibilities of front-line managers rather than the HR department. Chapters present the basics of HR including the fundamentals of hiring, performance appraisal, reward systems, and disciplinary systems, so that any manager--regardless of his or her background or functional area--can approach these parts of the job with confidence. The book also covers the latest developments in equal opportunity law and describes the manager's responsibilities in controlling sexual harassment and managing diverse employees, including older workers and employees with disabilities. Each chapter's material is firmly grounded in the current HR academic literature, but the book's friendly, conversational tone conveys basic principles of good practice without technical jargon. Designed to make the material more accessible and personally relevant, the book includes the following special features: *Manager's Checkpoints--a series of questions that help the reader apply the material to his or her own organizational context; *Boxes that describe real-life examples of how companies respond to HR challenges; *For Further Reading--references to articles published in outlets that bridge the academic-practitioner divide; *Manager's Knots--presented in a question-and-answer format, these describe typical managerial problems, take the reader into some of the gray, ambiguous areas of HR, and suggest ways to apply the chapter material to real-life managerial dilemmas.

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sions. What's worse, few feel confident in their ability to accurately assess the performance of a subordinate. In *The Performance Appraisal Question and Answer Book*, expert Dick Grote answers over 100 of the most common -- and most difficult -- questions about this vitally important but often misunderstood and misused tool, including: * How should I react when an employee starts crying during the appraisal discussion . . . or gets mad at me? * Which is more important -- the results the person achieved or the way she went about doing the.

Today's students are tomorrow's leaders and managers. The Management, Fifth Canadian Edition WileyPLUS course helps students discover their true potential and accept personal responsibility for developing career skills to become future leaders in the workplace. New content on topics like disruption, Big Data, AI, machine learning, and sustainability, plus thought-provoking exercises give students a fundamental understanding of today's world of management while urging them to reflect on their own behavior and decision-making processes. Management provides exciting new student engagement features on key themes of Analysis, Ethics, Choices, Insight, and Wisdom to attract learners' attention and prompt additional reflection, while fresh author videos, updated video cases accompanying each chapter, and other digital assets bring managerial theory to life. By the end of the course, students will be able to understand and apply management principles, have developed concrete skills for career readiness, gained confidence in critical thinking, and embraced lifelong learning to ensure professional success.

New York Times Bestseller For those who could read between the lines, the censored news out of China was terrifying. But the president insisted there was nothing to worry about. Fortunately, we are still a nation of skeptics. Fortunately, there are those among us who study pandemics and are willing to look unflinchingly at worst-case scenarios. Michael Lewis's taut and brilliant nonfiction thriller pits a band of medical visionaries against the wall of ignorance that was the official response of the Trump administration to the outbreak of COVID-19. The characters you will meet in these pages are as fascinating as they are unexpected. A thirteen-year-old girl's science project on transmission of an airborne pathogen develops into a very grown-up model of disease control. A local public-health officer uses her worm's-eye view to see what the CDC misses, and reveals great truths about American society. A secret team of dissenting doctors, nicknamed the Wolverines, has everything necessary to fight the pandemic: brilliant backgrounds, world-class labs, prior experience with the pandemic scares of bird flu and swine flu...everything, that is, except official permission to implement their work. Michael Lewis is not shy about calling these people heroes for their refusal to follow directives that they know to be based on misinformation and bad science. Even the internet, as crucial as it is to their exchange of ideas, poses a risk to them. They never know for sure who else might be listening in.

Exploring Management supports teaching and learning of core management concepts by presenting material in a straightforward, conversational style with a strong emphasis on application. With a focus on currency, high-interest examples and pedagogy that encourages critical thinking and personal reflection, Exploring Management is the perfect balance between what students need and what instructors want.

A myth-busting book challenges the idea that we're paid according to objective criteria and places power and social conflict at the heart of economic analysis. Your pay depends on your productivity and occupation. If you earn roughly the same as others in your job, with the precise level determined by your performance, then you're paid market value. And who can question something as objective and impersonal as the market? That, at least, is how

many of us tend to think. But according to Jake Rosenfeld, we need to think again. Job performance and occupational characteristics do play a role in determining pay, but judgments of productivity and value are also highly subjective. What makes a lawyer more valuable than a teacher? How do you measure the output of a police officer, a professor, or a reporter? Why, in the past few decades, did CEOs suddenly become hundreds of times more valuable than their employees? The answers lie not in objective criteria but in battles over interests and ideals. In this contest four dynamics are paramount: power, inertia, mimicry, and demands for equity. Power struggles legitimize pay for particular jobs, and organizational inertia makes that pay seem natural. Mimicry encourages employers to do what peers are doing. And workers are on the lookout for practices that seem unfair. Rosenfeld shows us how these dynamics play out in real-world settings, drawing on cutting-edge economics, original survey data, and a journalistic eye for compelling stories and revealing details. At a time when unions and bargaining power are declining and inequality is rising, *You're Paid What You're Worth* is a crucial resource for understanding that most basic of social questions: Who gets what and why?

4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Differentiate yourself in a competitive marketplace with *SUPERVISION: CONCEPTS AND PRACTICES OF MANAGEMENT*, 13E. A blend of traditional management concepts and emerging insights, the text draws from the authors' firsthand business experience to deliver the leadership skills hiring managers want but rarely find in new recruits. This comprehensive single source for supervisory management expertise addresses the most critical challenges in business today, including globalization, economic turbulence, transitional and temporary workers, virtual employees, technology, outsourcing, and downsizing. Hands-on and practical, the text complements chapter readings with skill-building techniques and captivating video cases from well-known organizations, letting you experience supervisory roles yourself. Special attention to diversity and ethics also helps you develop a better sense of life beyond the classroom and enhances the text's extensive coverage of communication, decision making, conflict resolution, and other essential supervisory skills. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

A comprehensive book of "need-to-know" insights for busy leaders *Being a great leader means getting the fundamentals right. It also means consistently doing the "little things" that make a positive difference in the lives of employees, customers, and other stakeholders. The Busy Leader's Handbook: How to Lead People and Places That Thrive* is a practical, easy-to-use book filled with gentle reminders of what we should be doing every day—especially when work is at its most intense. The Handbook is packed with proven best practices, tools, tips, and tactics for engaging employees, revitalizing cultures, delighting customers, and building high-performance companies. Short, succinct, and accessible, each chapter is "stand-alone," offering helpful advice for meeting common business challenges. Plus, the strategies, approaches, and tactics are designed to be put into action immediately. Best-selling author, businessman, visionary, and entrepreneur Quint Studer draws on his 30-plus years of experience in helping organizations of all sizes and leaders at every level reach peak performance. Comprehensive in scope, his book overflows with insights

and practical advice to help you make smart leadership decisions. For example: Why putting the right foundational structures in place early on creates clarity and heads off problems that cause businesses to struggle and fail The importance of followership: why being a good leader requires that you first be a good follower Why we tend to run from self-disruption and a sense of being unsettled (and how to learn to embrace them instead) Why leaders should seek consent, not consensus How to engage employees and create a positive workplace culture How to help employees find meaning and purpose in their work How to conduct difficult conversations and resolve conflicts—and why having these skills (or not) can make or break you as a leader Advice for attracting and hiring the best talent, retaining them over time, and dealing with the low performers who drive them away Why mentoring is so powerful and how to encourage it inside your company Tips and tactics for seeing the world through your customer's eyes How to reduce customer anxiety (and encourage them to buy) with the right words at the right times for the right reasons *The Busy Leader's Handbook* functions as a desk reference and pocket guide for anyone in a leadership position. It's also a great training tool for onboarding new leaders. Whether you work for a start-up, a small or mid-size business, or a large corporation, this book will change how you think, inspire you to do your job better—and help your organization thrive.

Written for both HRM majors and non-majors, *Human Resource Management: Functions, Applications, and Skill Development* equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range of organizations, including Starbucks and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video on social media and hiring. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) allow students to engage with the material in a more meaningful way that supports learning. LMS Cartridge Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

The Wall Street Journal bestseller! Learn to unlock the potential of your employees and colleagues with this definitive resource for people management *People Strategy: How to Invest in People and Make Culture Your Competitive Advantage* provides readers with a powerful framework in which to develop high-performing teams, increase employee motivation, and use data to build an inviting and effective company culture. Author Jack Altman, co-founder and CEO of Lattice, an award-winning HR and perfor-

mance management platform, shows you how to: Establish the values that will form the bedrock of your organization Develop feedback processes that help employees feel heard, supported, and equipped to succeed Monitor the breadth and depth of employee engagement in your company Use the data and insights created by your People Strategy to drive business results Perfect for executives, managers, and human resource professionals, People Strategy also belongs on the bookshelves of anyone with even an interest in how to develop, nurture, and unlock the potential of their employees and colleagues.

A collection of essays on music and life by the famed classical pianist and composer Stephen Hough is one of the world's leading pianists, winning global acclaim and numerous awards, both for his concerts and his recordings. He is also a writer, composer, and painter, and has been described by *The Economist* as one of "Twenty Living Polymaths." Hough writes informally and engagingly about music and the life of a musician, from the broader aspects of what it is to walk out onto a stage or to make a recording, to specialist tips from deep inside the practice room: how to trill, how to pedal, how to practice. He also writes vividly about people he's known, places he's traveled to, books he's read, paintings he's seen; and he touches on more controversial subjects, such as assisted suicide and abortion. Even religion is there—the possibility of the existence of God, problems with some biblical texts, and the challenges involved in being a gay Catholic. *Rough Ideas* is an illuminating, constantly surprising introduction to the life and mind of one of our great cultural figures.

"Surging sea levels are inundating the coasts." "Hurricanes and tornadoes are becoming fiercer and more frequent." "Climate change will be an economic disaster." You've heard all this presented as fact. But according to science, all of these statements are profoundly misleading. When it comes to climate change, the media, politicians, and other prominent voices have declared that "the science is settled." In reality, the long game of telephone from research to reports to the popular media is corrupted by misunderstanding and misinformation. Core questions—about the way the climate is responding to our influence, and what the impacts will be—remain largely unanswered. The climate is changing, but the why and how aren't as clear as you've probably been led to believe. Now, one of America's most distinguished scientists is clearing away the fog to explain what science really says (and doesn't say) about our changing climate. In *Unsettled: What Climate Science Tells Us, What It Doesn't, and Why It Matters*, Steven Koonin draws upon his decades of experience—including as a top science advisor to the Obama administration—to provide up-to-date insights and expert perspective free from political agendas. Fascinating, clear-headed, and full of surprises, this book gives readers the tools to both understand the climate issue and be savvier consumers of science media in general. Koonin takes readers behind the headlines to the more nuanced science itself, showing us where it comes from and guiding us through the implications of the evidence. He dispels popular myths and unveils little-known truths: despite a dramatic rise in greenhouse gas emissions, global temperatures actually decreased from 1940 to 1970. What's more, the models we use to predict the future aren't able to accurately describe the climate of the past, suggesting they are deeply flawed. Koonin also tackles society's response to a changing climate, using data-driven analysis to explain why many proposed "solutions" would be ineffective, and discussing how alternatives like adaptation and, if necessary, geoengineering will ensure humanity continues to prosper. *Unsettled* is a reality check buoyed by hope, offering the truth about climate science that you aren't getting elsewhere—what we know, what we don't, and what it all means for our future.

A charming, meticulously researched, and illuminating look at how technology infiltrates every aspect of raising children today, filled with helpful advice parents can use to best navigate the digital landscape, and ultimately learn to trust their own judgment. There's an app or device for nearly every aspect of parenting today: monitoring your baby; entertaining or educating your toddler; connecting with other new parents for tips, tricks, and community—virtually every aspect of daily life. But it isn't a parenting paradise; the truth is much more complicated. The mother of two young daughters, journalist Sophie Brickman wondered what living in a tech-saturated world was doing to her and her children. She turned to experts, academics, doctors, and innovators for advice and insight. *Baby, Unplugged* brings together Brickman's in-depth research with her own candid (sometimes hilarious) personal experience to help parents sort through the wide and often confusing tech offerings available today and to sort out what's helpful and what's not. Filled with relatable and entertaining stories as well as practical takeaways, *Baby, Unplugged* is destined to become a touchstone for parents today, giving them the permission to forge their own path through the morass of technological options, to restore their faith in themselves, and to help them raise good, social, and engaged people in the modern world.

Get Rid of the Performance Review! How Companies Can Stop Intimidating, Start Managing--and Focus on What Really Matters-Business Plus

Creating High Performance Teams is an accessible and thorough new introduction to this key area of business education. Written by teams experts Ray Aldag and Loren Kuzuhara, this book provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members. Built on a solid foundation of the most up to date research and theory, chapters are packed with case studies, real-world examples, tasks and discussion questions, while a companion website supports the book with a wealth of useful resources for students, team members, and instructors. Centered around an original model for high performance teams, topics covered include: Building and developing effective teams Managing diversity Effective communication Team processes - meetings, performance management Dealing with change and team problems Current issues - virtual teams, globalization With its combined emphasis on principles and application, interwoven with the tools, topics, and teams most relevant today, *Creating High Performance Teams* is perfectly placed to equip upper-level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation.

The gritty, true blue story of two remarkable cops and an equally extraordinary nurse who provided the spirit and smarts that transformed Fear City into the safest big city in America. *NEW YORK'S FINEST* is the story of a city's transformation through the tireless efforts of Detective Steven McDonald, Nurse Justiniano, Jack Maple, and a host of hero cops—including the great niece of Jazz Age great Josephine Baker—the finest of *The Finest*. The son and grandson of cops, Officer McDonald was shot and paralyzed from the neck down while on patrol in 1986. The doctors said that if he did survive, he would be better off dead. It was then he came under the care of one Nurse Nina Justiniano. Where the teenage gunman was produced by the worst of Harlem's social ills, she personified its many graces, rescuing Steven from despair and urging him to transcend hate and bitterness. McDonald was then promoted to detective at the urging of NYPD Deputy Commissioner Jack Maple, a postal worker's son who sported a bow tie, Homburg hat, and two-tone shoes as he implemented transformative crime-fighting strategies to deter violent subway robberies. Coming up in the force, Maple had been routinely mocked for imagin-

ing the impossible: that Times Square would one day be a destination for families and tourists. Now, resentments and tensions are mounting in the same neighborhoods that most benefited from the careful consideration of officers like McDonald and Maple. But as NEW YORK'S FINEST illustrates, their legacies, and those of people like Nurse Justiniano, may well rescue New York City from its present state of unrest and struggle in the wake of protests and the pandemic.