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*Case Analysis Eastman
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Essay*

**Presenting state-of-the-art
theoretical positions on**

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important development issues such as the inner city, technological innovation and rebuilding economic infrastructure are explored in this volume. The contributors to this volume, drawn from various

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**social science backgrounds,
explore a variety of theories and
examine them in relation to the
practical actions of local
economic development.
We all know that safety should
be an integral part of the**

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systems that we build and operate. The public demands that they are protected from accidents, yet industry and government do not always know how to reach this common goal. This book gives engineers and

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managers working in companies and governments around the world a pragmatic and reasonable approach to system safety and risk assessment techniques. It explains in easy-to-understand language how to

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**design workable safety
management systems and
implement tested solutions
immediately. The book is
intended for working engineers
who know that they need to build
safe systems, but aren't sure**

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where to start. To make it easy to get started quickly, it includes numerous real-life engineering examples. The book's many practical tips and best practices explain not only how to prevent accidents, but also how to build

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safety into systems at a sensible price. The book also includes numerous case studies from real disasters that describe what went wrong and the lessons learned. See What's New in the Second Edition: New chapter on

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developing government safety oversight programs and regulations, including designing and setting up a new safety regulatory body, developing safety regulatory oversight functions and governance,

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**developing safety regulations,
and how to avoid common
mistakes in government
oversight Significantly expanded
chapter on safety management
systems, with many practical
applications from around the**

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**world and information about
designing and building robust
safety management systems,
auditing them, gaining internal
support, and creating a safety
culture New and expanded case
studies and "Notes from Nick's**

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Files" (examples of practical applications from the author's extensive experience) Increased international focus on world-leading practices from multiple industries with practical examples, common mistakes to

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**avoid, and new thinking about
how to build sustainable safety
management systems New
material on safety culture,
developing leading safety
performance indicators, safety
maturity model, auditing safety**

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**management systems, and
setting up a safety knowledge
management system**

**For businesses to grow and be
successful their approach to
resilience must be defined by a
holistic and risk-focused**

outlook, rather than one which is narrow and dominated by event-oriented continuity practices. The Organizational Resilience Handbook shows that success is as much to do with innovation and the speed with which new

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products are brought to market as it is with organizations having to deal with unexpected crisis situations. It comprehensively covers the full breadth and depth of the field and introduces related topics such as security,

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safety, e-commerce, emerging technologies and customer experience. Through adopting a strategic and progressive approach, practitioners can apply the book's methodology to develop an in-depth

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understanding of resilience within their own organization and use it to effectively engage with the board and senior management in developing strategies for achieving greater resilience capability. A range of

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high-profile case studies, such as Mercedes, the UK's National Health Service, Alibaba and BP, help to illustrate the concept of resilience by detailing characteristics and behaviours which confirm its meaning. The

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Organizational Resilience

Handbook is a practical guide to self-assessment, benchmarking performance and implementing resilience frameworks in any organization.

The author argues that the roles

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**of human resource
professionals must be redefined
to meet the competitive
challenges organizations face
today and into the future. He
provides a framework that
identifies four distinct roles of**

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**human resource professionals:
strategic player, administrative
expert, employee champion, and
change agent. He includes many
examples to demonstrate that
human resource professionals
must operate in all four areas**

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simultaneously in order to contribute fully. He urges a shift of these professionals' mentality from "what I do" to "what I deliver" and makes specific recommendations for how individuals in human resources

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**can partner with line managers
to make organizations more
competitive.**

**The Story of How Kodak Lost Its
Direction**

Theories of Local Economic

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Development

Creating Competitive Advantage

Sustainable Growth Through

Strategic Innovation

Welfare Capitalism since the

New Deal

Resolving Disputes

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Essay from the year 2016 in the
subject Business economics -
Business Management,
Corporate Governance, grade:
3.98, Kathmandu University
(Kathmandu University School
Of Management), course:

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Marketing, language: English,
abstract: George Eastman
founded Eastman Kodak Co. in
1892 for offering imaging
products that support leisure,
Commercial, entertainment, and
scientific purposes. The

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Company also traded on the New York Stock Exchange and in 2008 reported over \$9 billion in revenue and \$9 billion in assets. Hospital Capacity Management: Insights and Strategies details many of the key processes,

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procedures, and administrative realities that make up the healthcare system we all encounter when we visit the ED or the hospital. It walks through, in detail, how these systems work, how they came to be this

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way, why they are set up as they are, and then, in many cases, why and how they should be improved right now. Many examples pulled from the lifelong experiences of the authors, published studies, and

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well-documented case studies are provided, both to illustrate and support arguments for change. First and foremost, it is necessary to remember that the mission of our healthcare system is to take care of

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patients. This has been forgotten at times, causing many of the issues the authors discuss in the book including hospital capacity management. This facet of healthcare management is absolutely

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central to the success or failure of a hospital, both in terms of its delivery of care and its ability to survive as an institution. Poor hospital capacity management is a root cause of long wait times, overcrowding, higher

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error rates, poor communication, low satisfaction, and a host of other commonly experienced problems. It is important enough that when it is done well, it can completely

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transform an entire hospital system. Hospital capacity management can be described as optimizing a hospital ' s bed availability to provide enough capacity for efficient, error-free patient evaluation, treatment,

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and transfer to meet daily demand. A hospital that excels at capacity management is easy to spot: no lines of people waiting and no patients in hallways or sitting around in chairs. These hospitals don't

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divert incoming ambulances to other hospitals; they have excellent patient safety records and efficiently move patients through their organization. They exist but are sadly in the minority of American hospitals.

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The vast majority are instead forced to constantly react to their own poor performance. This often results in the building of bigger and bigger institutions, which, instead of managing capacity, simply

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create more space in which to mismanage it. These institutions are failing to resolve the true stumbling blocks to excellent patient care, many of which you may have experienced firsthand in your own visit to your

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hospital. It is the hope of the authors that this book will provide a better understanding of the healthcare delivery system.

Effective leadership does not occur by chance. Leaders must

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be trained and groomed for the daunting responsibility of leading organizations. Research shows that half of the people currently in leadership positions will fail. Why they fail and what can be done to prevent failure

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are the main subjects of this book. It shows that effective leadership is possible and illustrates why and how, based on research and case studies from an epidemiological perspective. The

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epidemiological word

“ determinant ” is used frequently, and is a word that no other book on leadership uses. Epidemiologists work from two basic principles: namely, that all diseases have determinants and

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that diseases do not occur randomly. In other words, there are always causes for diseases and patterns that describe how diseases spread. Effective and ineffective leadership always have determinants that are not

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randomly distributed; the impacts are uniformly and deeply spread throughout an organization. Like the epidemiologists, this book not only identifies leadership determinants, but also provides

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research-based “ antidotes ” at the end of each chapter, along with a summary of the most salient points in the chapter. This book offers examples of leadership and governance from the non-profit sector,

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businesses, public and private education, higher education, and other organizations, highlighting over 50 case studies to illustrate concepts about leadership.

Presents information how to

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spot and sidestep roadblocks on the entrepreneurial journey and sets readers on a path to startup success.

Hospital Capacity Management
Why Startups Fail
Case Studies in US Trade

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Negotiation Volume 2

How to be Strategically Ahead in
Changing Markets

The Next Agenda for Adding
Value and Delivering Results

The Organizational Resilience
Handbook

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**Business to Business Marketing
Management**

*Seminar paper from the year
2012 in the subject Business
economics - Business
Management, Corporate
Governance, University of*

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*Southern California,
language: English, abstract:
In this paper, we first use
SWOT Analysis and Porter's
five-force analysis to fully
analyze Kodak's current
position in the market. In
addition, we discuss*

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*financial strategy,
marketing strategy and
several suggestions on the
changing of company culture.
Globalization and shifts in
technology have changed the
thinking of consumers.
Digital cameras and cell*

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phones have created a shift in the way most people take pictures and retrieve their photos. Kodak failed in reinventing the company's core business model successfully during the past few years. The growth of new

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core business didn't make up the effects of Kodak's fast-fading film revenues. Kodak is currently in serious financial trouble: quickly going through cash, selling patents and accessing credit lines. We are facing a

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*difficult task in what can
be considered one of the
hardest financial times
Kodak has ever been through.
Groundswell, Expanded and
Revised Edition Winning in a
World Transformed by Social
Technologies Harvard Business*

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Between 1992 and 2000, US exports rose by 55 percent. By the year 2000, trade summed to 26 percent of US GDP, and the United States imported almost two-thirds of its oil and was the

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*world's largest host country
for foreign investors.*

*America's interest in a more
open and prosperous foreign
market is now squarely
economic. These case studies
in multilateral trade
policymaking and dispute*

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*settlement explore the
changing substance of trade
agreements and also delve
into the negotiation
process—the who, how, and
why of decision making.
These books present a
coherent description of the*

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facts that will allow for discussion and independent conclusions about policies, politics, and processes.

Volume 2 presents five cases on trade negotiations that have had important effects on trade policy rulemaking,

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*as well as an analytic
framework for evaluating
these negotiations.*

*Between 1992 and 2000, US
exports rose by 55 percent.
By the year 2000, trade
summed to 26 percent of US
GDP, and the United States*

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imported almost two-thirds of its oil and was the world's largest host country for foreign investors. America's interest in a more open and prosperous foreign market is now squarely economic. These case studies

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*in multilateral trade
policymaking and dispute
settlement explore the
changing substance of trade
agreements and also delve
into the negotiation
process--the who, how, and
why of decision making.*

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These books present a coherent description of the facts that will allow for discussion and independent conclusions about policies, politics, and processes. Volume 2 presents five cases on trade negotiations that

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have had important effects on trade policy rulemaking, as well as an analytic framework for evaluating these negotiations.

Hearings Before the United States Joint Economic Committee, Subcommittee on

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*Foreign Economic Policy,
Eighty-Fourth Congress,
Second Session, on June 4-7,
1956*

A Global Perspective

Out of Focus

*Groundswell, Expanded and
Revised Edition*

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*A Case Study of the
Marketing Education Center
(MEC), Eastman Kodak
Company, 1986-90*

*A Practical Guide to
Achieving Greater Resilience
Creating a Software
Engineering Culture*

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MAKING HARD DECISIONS WITH DECISIONTOOLS is a new edition of Bob Clemen's best-selling title, MAKING HARD DECISIONS. This straightforward book teaches the fundamental ideas of

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decision analysis, without an overly technical explanation of the mathematics used in decision analysis. This new version incorporates and implements the powerful DecisionTools software by

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Palisade Corporation, the world's leading toolkit for risk and decision analysis. At the end of each chapter, topics are illustrated with step-by-step instructions for DecisionTools. This new

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version makes the text more useful and relevant to students in business and engineering. Important Notice: Media content referenced within the product description or the

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product text may not be available in the ebook version.

This is the digital version of the printed book (Copyright © 1996). Written in a remarkably clear style,

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Creating a Software Engineering Culture presents a comprehensive approach to improving the quality and effectiveness of the software development process. In twenty chapters spread over

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six parts, Wiegers promotes the tactical changes required to support process improvement and high-quality software development. Throughout the text, Wiegers identifies

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scores of culture builders and culture killers, and he offers a wealth of references to resources for the software engineer, including seminars, conferences, publications, videos, and on-line

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information. With case studies on process improvement and software metrics programs and an entire part on action planning (called "What to Do on Monday"), this practical

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book guides the reader in applying the concepts to real life. Topics include software culture concepts, team behaviors, the five dimensions of a software project, recognizing

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achievements, optimizing customer involvement, the project champion model, tools for sharing the vision, requirements traceability matrices, the capability maturity model, action

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planning, testing, inspections, metrics-based project estimation, the cost of quality, and much more! Principles from Part 1 Never let your boss or your customer talk you into doing

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a bad job. People need to feel the work they do is appreciated. Ongoing education is every team member's responsibility. Customer involvement is the most critical factor in

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software quality. Your greatest challenge is sharing the vision of the final product with the customer. Continual improvement of your software development process is both possible and

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essential. Written software development procedures can help build a shared culture of best practices. Quality is the top priority; long-term productivity is a natural consequence of high quality.

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Strive to have a peer, rather than a customer, find a defect. A key to software quality is to iterate many times on all development steps except coding: Do this once. Managing bug reports

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and change requests is essential to controlling quality and maintenance. If you measure what you do, you can learn to do it better. You can't change everything at once. Identify those

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changes that will yield the greatest benefits, and begin to implement them next Monday. Do what makes sense; don't resort to dogma.

Corporate executives

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struggle to harness the power of social technologies. Twitter, Facebook, blogs, YouTube are where customers discuss products and companies, write their own news, and find their own

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deals but how do you integrate these activities into your broader marketing efforts? It's an unstoppable groundswell that affects every industry -- yet it's still utterly foreign to most

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companies running things now. When consumers you've never met are rating your company's products in public forums with which you have no experience or influence, your company is

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vulnerable. In Groundswell, Josh Bernoff and Charlene Li explain how to turn this threat into an opportunity. In this updated and expanded edition of Groundswell, featuring an all new

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introduction and chapters on
Twitter and social media
integration, you'll learn to:

- Evaluate new social technologies as they emerge
- Determine how different groups of consumers are

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participating in social
technology arenas · Apply a
four-step process for
formulating your future
strategy · Build social
technologies into your
business Groundswell is

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required reading for executives seeking to protect and strengthen their company's public image. A comprehensive reference on ways to enhance strategic planning and implement

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effective corporate strategies introduces a broad spectrum of methods to assess the tools that analyze business, competition, and market data, and offers detailed instructions to help

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implement strategies quickly and effectively, covering Analysis Theory and Competitive, Enterprise, Environmental, Evolutionary, and Financial and Statistical techniques. (Intermediate)

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Management and Design
Strategies in Communication
Media Management and
Economics Research in a
Transmedia Environment
Index of Air Weather Service
Technical Reports

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Winning in a World
Transformed by Social
Technologies
Media, Telecommunications
and Business Strategy
Remote Sensing of Forest
Environments

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The rise and fall of Eastman Kodak. Will it survive beyond 2012?

Written for those who are on the job but not necessarily professionally trained ergonomists, the principles and approaches detailed in this

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highly regarded guide have all been implemented in real-world workplace environments and proven successful in reducing the potential for occupational injury, increasing the number of people who can perform a job, and improving

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employee performance on the job. More than 150 clear and informative illustrations and tables help convey data and information in eight sections: Ergonomics design philosophy Human reliability and information transfer Evaluation of

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job demands Work design
Workplace design Manual handling
in occupational tasks Equipment
design Environment
An elegantly simple approach to
making better decisions in
organizations

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As the clear lines and historic boundaries that once separated broadcasting, cable, telephone and Internet communication dissolve, this comprehensive new edition examines the relationship and convergence patterns between

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industries by exploring the effects of digitalization in media and information technology. With today's dynamic and rapidly evolving communication environment, media managers need to have a clear understanding of the

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different delivery platforms as well as critical management and planning strategies going forward.

Advancements in new media and communication technology coupled with a rapidly changing global economy promise a new set of hybrid-

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media companies that will allow for the full integration of information and entertainment services and give new meaning to the term programming. This book provides a detailed look at seven key sectors of the media and telecommunications

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field as well as ongoing changes within the industry. The new edition includes updated research throughout including material on major business and technology changes as well as the importance of digital lifestyle reflected in E-

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commerce and developments in Over-the-Top Video-streaming services. Special attention is given to such areas as strategic planning, innovation, marketing, finance and leadership. Perfect for courses in media management and media

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industries, as well as professional managers, this book serves as an important reference guide during this transitional time.

Over 130 years old, Eastman Kodak Company was headed for trouble for more than the last 50 years. The

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story, especially of the CEOs who headed the company tells how they steered the company astray. There are lessons to be learned. There is no assurance that Kodak will survive its bankruptcy.

Corporate Strategies and Tactics for

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Responding to Volatile Exchange
Rates--a Case Study of Eastman
Kodak Company
Effective Application of New and
Classic Methods
The Crisis Leadership Playbook
Carbon Strategies

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Concepts and Case Studies
Kodak, Fight to Revive. SWOT
Analysis and Strategy Plan
Business and Competitive Analysis
Digital Media and Innovation,
by Richard A. Gershon, takes
an in-depth look at how smart,

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creative companies have transformed the business of media and telecommunications by introducing unique and original products and services. Today's media managers are faced with the same basic

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question: what are the best methods for staying competitive over time? In one word: innovation. From electronic commerce (Amazon, Google) to music and video streaming (Apple, Pandora,

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and Netflix), digital media has transformed the business of retail selling and personal lifestyle. This text will introduce current and future media industry professionals to the people, companies, and

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strategies that have proven to be real game changers by offering the marketplace a unique value proposition for the consumer.

"Describes specific steps any business can take to

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implement sound, practical, climate-related corporate policies." - cover.

The economic environment is global, highly sophisticated and in continuous fast flux. The challenge for business

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leaders, executives and strategists is to read and respond agilely to trends and underlying movements to stay ahead of dynamic market flow and change. Creating Competitive Advantage sets

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out a compelling case for the business benefits of better market anticipation, and provides tools and approaches to develop a forward-looking strategy that will deliver these. Through theory, case studies

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and practical insights, the book demonstrates how better analysis of market trends and scanning of the environment combined with business model change and confident leadership can gain and

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maintain competitive advantage. With the right approach, game-changing strategy can be highly accessible for all business strategists and owners, rather than as today, the almost

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exclusive reserve of a few
brave and instinctive
entrepreneurs. With tools,
assessments and models to get
more value out of the business
data you already have and take
your strategy to the next level

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through analytically-supported intuition, Creating Competitive Advantage gives business leaders and strategists the toolkit to move from a responsive mindset to a leading one.

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From detailed reviews of existing dynamic capabilities, this book presents a theoretical model of a strategic innovation system as a corporate system capability to enable a large company to

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achieve strategic innovation.
The book includes in-depth
case studies to illustrate the
importance of strategic
innovation capabilities.

Digital Media and Innovation
Configurational Analysis of a

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Training System as a Planned
Change Initiative
Leadership Theories and Case
Studies
How to Reposition Today's
Business While Creating the
Future

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Defense Essentiality and
Foreign Economic Policy (Case
Study: The Watch Industry and
Precision Skills)
User-centered Web
Development
A Practical Approach, Second

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Edition

This landmark work centers on media management and economics within a diverse, international, historical and constantly changing environment. The chapters

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**herein reflect the current state
of research and present
directions for future study.
Developed at the 2012
Research Symposium in
conjunction with the annual
convention of the Broadcast**

Education Association, it represents the most current theory and research in the area.

Frequently, Web sites are designed without considering the needs of the users. As a

result, the Web site often fails to fulfill its intended purpose. User-Centered Web Development guides readers through the process of designing Web-based resources based on the needs

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of the user. This text will take the reader from the initial idea of developing a Web site, through determining the mission of the Web site, collecting the requirements, designing the pages,

**performing usability testing,
and implementing and
managing a Web site. Further,
large case studies will assist
readers in comprehending how
these user-centered design
concepts can be applied to real-**

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world settings. The author has shown how to implement his design concepts in three case studies spread throughout the book, a non-profit, an educational Web site and Eastman Kodak.

Game-changing disruptions will likely unfold on your watch. Be ready. In Dual Transformation, Scott Anthony, Clark Gilbert, and Mark Johnson propose a practical and sustainable

approach to one of the greatest challenges facing leaders today: transforming your business in the face of imminent disruption. Dual Transformation shows you how your company can come out of

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a market shift stronger and more profitable, because the threat of disruption is also the greatest opportunity a leadership team will ever face. Disruptive change opens a window of opportunity to

create massive new markets. It is the moment when a market also-ran can become a market leader. It is the moment when business legacies are created. That moment starts with the core dual transformation

**framework: Transformation A:
Repositioning today's business
to maximize its resilience,
such as how Adobe boldly
shifted from selling packaged
software to providing software
as a service. Transformation B:**

**Creating a new growth engine,
such as how Amazon became
the world's largest provider of
cloud computing services.
Capabilities link: Fighting
unfairly by taking advantage of
difficult-to-replicate assets**

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**without succumbing to the
“sucking sound of the core.”
Anthony, Gilbert, and Johnson
also address the
characteristics leaders must
embrace: courage, clarity,
curiosity, and conviction.**

Without them, dual transformation efforts can founder. Building on lessons from diverse companies, such as Adobe, Manila Water, and Netflix, and a case study from Gilbert's firsthand experience

**transforming his own media
and publishing company, Dual
Transformation will guide
executives through the journey
of creating the next version of
themselves, allowing them to
own the future rather than be**

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disrupted by it.

**Remote Sensing of Forest
Environments: Concepts and
Case Studies is an edited
volume intended to provide
readers with a state-of-the-art
synopsis of the current**

methods and applied applications employed in remote sensing the world's forests. The contributing authors have sought to illustrate and deepen our understanding of remote

sensing of forests, providing new insights and indicating opportunities that are created when forests and forest practices are considered in concert with the evolving paradigm of remote sensing

science. Following background and methods sections, this book introduces a series of case studies that exemplify the ways in which remotely sensed data are operationally used, as an element of the decision-

making process, and in the scientific study of forests. Remote Sensing of Forest Environments: Concepts and Case Studies is designed to meet the needs of a professional audience

composed of both practitioners and researchers. This book is also suitable as a secondary text for graduate-level students in Forestry, Environmental Science, Geography, Engineering, and

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Decision Loom

**An Epidemiological
Perspective**

**How Fujifilm Survived (and
Thrived) As Its Core Business
Was Vanishing**

In light of recent trends of

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corporate downsizing and debates over corporate responsibility, Sanford Jacoby offers a timely, comprehensive history of twentieth-century welfare capitalism, that is, the history of nonunion

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corporations that looked after the economic security of employees. Building on three fascinating case studies of "modern manors" (Eastman Kodak, Sears, and TRW), Jacoby argues that welfare

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capitalism did not expire during the Depression, as traditionally thought. Rather it adapted to the challenges of the 1930s and became a powerful, though overlooked, factor in the history of the

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welfare state, the labor movement, and the corporation. "Fringe" benefits, new forms of employee participation, and sophisticated anti-union policies are just some of the outgrowths of

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welfare capitalism that provided a model for contemporary employers seeking to create productive nonunion workplaces. Although employer paternalism has faltered in recent years, many

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Americans still look to corporations, rather than to unions or government, to meet their needs. Jacoby explains why there remains widespread support for the notion that corporations should be the

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keystone of economic security in American society and offers a perspective on recent business trends. Based on extensive research, Modern Manors greatly advances the study of corporate and union

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power in the twentieth century. Robert M. Grant combines a highly accessible writing style with a concentration on the fundamentals of value creation and an emphasis on practicality in this leading

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strategy text. In this new edition, he includes an even greater focus on strategy implementation that reflects the needs of firms to reconcile scale economies with entrepreneurial flexibility,

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innovation with cost efficiency, and globalization with local responsiveness. This edition also incorporates some of the key strategic issues of today including: post-financial crisis adjustment, the continuing rise

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of China, India and Brazil, and the increased emphasis on ethics and sustainability. Coverage is also provided on strategy in not-for-profit organizations. Contemporary Strategy Analysis, 8th Edition,

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is suitable for both MBA and advanced undergraduate students. It has been adopted by leading business schools all across the world.

This textbook covers all the aspects of B2B marketing any

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marketer needs, be they student or professional. It's the only textbook to do so from a global standpoint, giving them the best possible perspective on a market that is often (and more frequently) conducted

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within a global environment. This new edition has been completely rewritten, and features expanded sections on globalisation and purchasing, plus brand new sections on social media marketing and

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sustainability.

The Secret Service, FBI, NSA, CERT (Computer Emergency Response Team) and George Washington University have all identified “Insider Threats as one of the most significant

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challenges facing IT, security, law enforcement, and intelligence professionals today. This book will teach IT professional and law enforcement officials about the dangers posed by insiders to

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their IT infrastructure and how to mitigate these risks by designing and implementing secure IT systems as well as security and human resource policies. The book will begin by identifying the types of insiders

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who are most likely to pose a threat. Next, the reader will learn about the variety of tools and attacks used by insiders to commit their crimes including: encryption, steganography, and social engineering. The

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book will then specifically address the dangers faced by corporations and government agencies. Finally, the reader will learn how to design effective security systems to prevent insider attacks and

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how to investigate insider security breeches that do occur. Throughout the book, the authors will use their backgrounds in the CIA to analyze several, high-profile cases involving insider threats.

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- * Tackles one of the most significant challenges facing IT, security, law enforcement, and intelligence professionals today
- * Both co-authors worked for several years at the CIA, and they use this experience to

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analyze several high-profile cases involving insider threat attacks * Despite the frequency and harm caused by insider attacks, there are no competing books on this topic.books on this topic

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Kodak's Ergonomic Design for
People at Work

Insider Threat: Protecting the
Enterprise from Sabotage,
Spying, and Theft

Modern Manors

Contemporary Strategy

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Analysis Text Only

Driving Congruence in
Capabilities

Making Hard Decisions with
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Perspectives from Across the
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CEO Shigetaka Komori's own
story of why Fujifilm
succeeded where Kodak
failed, with hard-won
lessons for managers and
employees everywhere
How Leading Companies are
Reducing Their Climate

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Change Footprint

Insights and Strategies

Innovating Out of Crisis

Resources in Education

Human Resource Champions

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