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the major soft
skills for
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*essential to
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engaged and
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the relevancy
of HR as they
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*gamification,
social media,
and diversity
and inclusion.*

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have been
published
recently on the
errors and
biases that
affect our
judgments and
choices.*

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Drawing on cognitive science, their lessons are excellent for many kinds of decisions - consumer choice and financial investments, for example - but stop short of addressing

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*many of the
most important
decisions we
face in
management,
where we can
actively
influence
outcomes and
where
competitive
forces mean we
have to*

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*outperform
rivals. As Phil
Rosenzweig*

*shows, drawing
on examples
from business,
sports and
politics, this
sort of
decision-making
relies on
mastering two
very different*

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abilities.

*First, the
analytical*

*problem-solving
skills*

*associated with
the brain's
left*

*hemisphere; and
second, what*

*Tom Wolfe
called 'the
Right Stuff':*

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*the ability to
take calculated
risks. Bringing
fresh and often
surprising
insights to
topics
including
confidence and
overconfidence,
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limits of
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models,

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management,

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*the myth-
busting follow-
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explains how to
perform when
making even the
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and leads change.*

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well-known
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you prepare each
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in everyone from Jasper
Johns to Beyoncé—by
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Danchev makes a
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inescapable part of our
visual landscape,
through such legendary
works as *The Treachery
of Images (Ceci n'est****

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*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 during which
he led a small, brilliant
band of surrealists (and
famously clashed with
André Breton) to his
first major*

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retrospective, which traveled to the United States in 1965 and gave rise to his international reputation. Using 50 color images and more than 160 black-and-white illustrations, Danchev delves deeply into Magritte's artistic development and the profound questions he raised in his work about the very nature of

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that -- with the
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as their weapon of
choice -- they have
built a corporate
culture based on
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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

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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

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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

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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. The Second Middle East Edition blends theory with

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contemporary
management
practice. Dr. Marina
Apaydin (American
University of Beirut)
joins the authoring
team in this edition
for significant
enhancements to
content and
presentation of
topics. New chapter-
opening cases have

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been added to
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medium sized
companies and

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start-ups, to ensure applicability of theory in a variety of contexts.

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history of
management in the
Arab world in
Chapter 2, and
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Improved content
coverage includes a
new Chapter 3
focusing on the
Manager as a
Person. • Improved

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and streamlined
coverage of
managerial

processes relating
to organizational
culture in Chapter
4. • Managing in
the Global

Environment
includes revised
terminology
consistent with
International

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Business courses. •
Chapters 8 through
11 have gone
through substantial
revision to focus on
control as part of
managing the
organizational
structure, and
organizational
learning as part of
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Chapter 16 includes contemporary topics on communication including social media, influencers, and a guide to networking. Dr. Marina Apaydin is an Assistant Professor of Strategic Management at the

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conversations are:
The performance
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Voice Conversation
The Clearing the
Path Conversation
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Conversations
define roles and set
clear goals. Leaders
hold people
accountable for
these roles and

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goals, thus transforming team members from "managed hirelings" to "trusted partners and teammates."

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Conversations affirm the worth and potential of each person on a team. Leaders help

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individuals discover their unique gifts, talents, and abilities and align these gifts, talents, and abilities to the great mission of the organization. It is the process that ignites the inner fire. Clear the Path Conversations turn supervisors into

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leaders who become sources of help and empower people to succeed in their jobs.

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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

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framework for
taking stock of their
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strategies for
improvement.

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mental wellness
include reducing
stress and stigma,
building a safe
climate for talking
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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,

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organization
leaders, legal and
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professionals, and
others in leadership
and coaching
positions.

“Workplace mental
health: Wow! A
subject that
frightens most
managers. If they
read this book, they

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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

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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

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and improve
productivity and
wellbeing. This is a
topic that can no
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by leaders in any
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that will
fundamentally
change the way we
think about and
help improve
mental health in the

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with other new
parents for tips,
tricks, and commun
ity—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

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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-

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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

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reliable and
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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
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options, to restore
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wise and effective a
monarch as Britain
has ever seen.

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access to the royal
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scholar Jane Ridley
draws on numerous
primary sources to
paint a vivid
portrait of the man
and the age to

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which he gave his name. Born Prince Albert Edward, and known to familiars as "Bertie," the future King Edward VII had a well-earned reputation for debauchery. A notorious gambler, glutton, and womanizer, he preferred the

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company of
wastrels and
courtesans to the
dreary life of the
Victorian court. His
own mother
considered him a
lazy halfwit,
temperamentally
unfit to succeed
her. When he
ascended to the
throne in 1901, at

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age fifty-nine,
expectations were
low. Yet by the time
he died nine years
later, he had
proven himself a
deft diplomat,
hardworking head
of state, and the
architect of
Britain's modern
constitutional
monarchy. Jane

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the man once
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Excerpts from
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Bertie's long power
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campaign of
personal diplomacy
abroad and his

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valiant efforts to reform the political system at home. Separating truth from legend, Ridley also explores Bertie's relationships with the women in his life. Their ranks comprised his wife, the stunning Danish princess

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Alexandra, along with some of the great beauties of the era: the actress Lillie Langtry, longtime “royal mistress” Alice Keppel (the great-grandmother of Camilla Parker Bowles), and Lady Randolph Churchill, mother of Winston.

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transformation of a
man—and a
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history, then
nothing ever will

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be.”—The Christian
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is smart, it’s
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it’s well-
documented and it
reads like a novel,
with Bertie so vivid
he nearly leaps
from the page,
cigars and

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all.”—Minneapolis
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Apparent with
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kind of wry
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shows why
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suddenly
change from
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help us become
the
initiators,
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surprise. Over
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decade,
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have been
applying the

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tools and
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science—the
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transitions—to
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diseases erupt, and ecosystems collapse.

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