

Forget A Mentor Find A Sponsor Pedelecoe

The popular media often portrays Asian Americans as highly educated and successful individuals—the "Model Minority." As the ethnic minority with the largest percentage of college graduates, many Asian Americans do enter the professional workforce. However, many of them seem to stall in their careers and never make it to the corner offices. Leading executive coach Jane Hyun explores how traditional Asian values can be at odds with Western corporate culture. By using anecdotes, case studies, and exercises, Hyun offers practical solutions for resolving misunderstandings and overcoming challenges in an increasingly multicultural workplace. This timely book explains how companies will benefit from discovering and supporting the talents of their Asian employees and shows Asians how to leverage their strengths to break through the bamboo ceiling.

From the #1 New York Times bestselling author of the Reckoners series, the Mistborn trilogy, and the Stormlight Archive comes the third book in an epic series about a girl who will travel beyond the stars to save the world she loves from destruction. Spensa's life as a Defiant Defense Force pilot has been far from ordinary. She proved herself one of the best starfighters in the human enclave of Detritus and she saved her people from extermination at the hands of the Krell—the enigmatic alien species that has been holding them captive for decades. What's more, she traveled light-years from home as an undercover spy to infiltrate the Superiority, where she learned of the galaxy beyond her small, desolate planet home. Now, the Superiority—the governing galactic alliance bent on dominating all human life—has started a galaxy-wide war. And Spensa's seen the weapons they plan to use to end it: the Delvers. Ancient, mysterious alien forces that can wipe out entire planetary systems in an instant. Spensa knows that no matter how many pilots the DDF has, there is no defeating this predator. Except that Spensa is Cytonic. She faced down a Delver and saw something eerily familiar about it. And maybe, if she's able to figure out what she is, she could be more than just another pilot in this unfolding war. She could save the galaxy. The only way she can discover what she really is, though, is to leave behind all she knows and enter the Nowhere. A place from which few ever return. To have courage means facing fear. And this mission is terrifying. Praise for Skyward An Instant New York Times Bestseller A Kirkus Reviews Best Book of the Year "Startling revelations and stakes-raising implications . . . Sanderson plainly had a ball with this nonstop, highflying opener, and readers will too." —Kirkus Reviews, starred review "With this action-packed trilogy opener, Sanderson offers up a resourceful, fearless heroine and a memorable cast . . . [and] as the pulse-pounding story intensifies and reveals its secrets, a cliffhanger ending sets things up for the next installment." —Publishers Weekly, starred review "It is impossible to turn the pages fast enough." —Booklist "Sanderson delivers a cinematic adventure that explores the defining aspects of the individual versus the society . . . [and] fans of [his] will not be disappointed." —SLJ Praise for Starsight, the sequel to Skyward An Instant New York Times Bestseller "No one has more fun writing or is better at describing galactic dogfights. . . . Read the first one for fun or enjoy the second on its own." —Booklist FORBES #1 CAREER BOOK TO READ IN 2018 The larger-than-life journey of an 18-year-old college freshman who set out from his dorm room to track down Bill Gates, Lady Gaga, and dozens more of the world's most successful people to uncover how they broke through and launched their careers. The Third Door takes readers on an unprecedented adventure—from hacking Warren Buffett's shareholders meeting to chasing Larry King through a grocery store to celebrating in a nightclub with Lady Gaga—as Alex Banayan travels from icon to icon, decoding their success. After remarkable one-on-one interviews with Bill Gates, Maya Angelou, Steve Wozniak, Jane Goodall, Larry King, Jessica Alba, Pitbull, Tim Ferriss, Quincy Jones, and many more, Alex discovered the one key they have in common: they all took the Third Door. Life, business, success... it's just like a nightclub. There are always three ways in. There's the First Door: the main entrance, where ninety-nine percent of people wait in line, hoping to get in. The Second Door: the VIP entrance, where the billionaires and celebrities slip through. But what no one tells you is that there is always, always... the Third Door. It's the entrance where you have to jump out of line, run down the alley, bang on the door a hundred times, climb over the dumpster, crack open the window, sneak through the kitchen—there's always a way in. Whether it's how Bill Gates sold his first piece of software or how Steven Spielberg became the youngest studio director in Hollywood history, they all took the Third Door.

Make Bob Proctor YOUR personal mentor! The Art of Living presents transcripts from legendary business speaker and mentor Bob Proctor's most popular workshop—Matrixx—and brings this wisdom to a wider audience. With this book, readers will become a student of Bob Proctor's as he teaches lessons and presents jewels of wisdom on living an extraordinary life. Readers will marvel at Proctor's miraculous way of disseminating his decades of business wisdom into easy-to-understand parables and learn lessons on what our creative faculties are and how to use them, why we need to unlearn most of the false beliefs we've been indoctrinated with our whole lives, and how our intellects have the ability not only to put us ahead in life, but also to be our biggest detriment. Among many other invaluable lessons contained herein, as a new student of Bob's, readers will learn: -How to obtain whatever it is that's desired in life -How to erase negative thought patterns and retrain the brain for success -How to arrange work for maximum effectiveness

"An eye-opening look into the story of Knight before his multibillion dollar company." —School Library Journal "A great story about how an ambition turned into a business...serves as a guide for accomplishing great things." —VOYA In this young reader's edition of the New York Times bestseller, Nike founder and board chairman Phil Knight "offers a rare and revealing look at the notoriously media-shy man behind the swoosh" (Booklist, starred review), opening up about how he went from being a track star at an Oregon high school to the founder of a brand and company that changed everything. You must forget your limits. It was only when Nike founder Phil Knight got cut from the baseball team as a high school freshman that his mother suggested he try out for track instead. Knight made the track team and found that not only could he run fast but also, more importantly, he liked it. Ten years later, young and searching, Knight borrowed fifty dollars from his father and launched a company with one simple mission: import high quality running shoes from Japan. Selling the shoes from the trunk of his car to start, he and his gang of friends and runners built one of the most successful brands ever. Phil Knight encountered risks and setbacks along the way, but always followed his own advice. Just keep going. Don't stop. Whatever comes up, don't stop. Filled with wisdom, humanity, humor, and heart, the young readers edition of the bestselling Shoe Dog is a story of determination that inspires all who read it. The Young Readers Edition is an abridged version of the internationally bestselling adult book and it features original front matter and back matter, including a new introduction and "A Letter to the Young Reader" containing advice from Phil Knight for budding entrepreneurs. This first comprehensive guide to helping mentors and mentees bridge gaps between and among cultures—a growing issue in today's diverse workplace—is coauthored by the founder and CEO of the Center for Mentoring Excellence. As the workplace has become more diverse, mentoring has become more challenging. Mentors and mentees may come from very different backgrounds

and have limited understanding of each other's cultures and outlooks. But mentoring remains the most powerful tool for creating meaningful relationships, furthering professional development, and increasing engagement and retention. Younger workers and emerging leaders in particular are demanding it. Lisa Z. Fain and Lois J. Zachary offer a timely, evidence-based, practical guide for helping mentors develop the level of cultural competency needed to bridge differences. Firmly rooted in Zachary's well-known four-part mentoring model, the book uses three fictional scenarios featuring three pairs of diverse mentors and mentees to illustrate how key concepts can play out in real life. It offers an array of accessible tools and strategies designed to help you increase your self-awareness and prepare you to embrace and leverage differences in your mentoring relationships. But beyond tips and techniques, Fain and Zachary emphasize that authenticity is the key—the ultimate purpose of this book is to help the mentor and mentee make a genuine connection and learn from each other. That's when the magic really happens.

Effective science teaching requires creativity, imagination, and innovation. In light of concerns about American science literacy, scientists and educators have struggled to teach this discipline more effectively. *Science Teaching Reconsidered* provides undergraduate science educators with a path to understanding students, accommodating their individual differences, and helping them grasp the methods--and the wonder--of science. What impact does teaching style have? How do I plan a course curriculum? How do I make lectures, classes, and laboratories more effective? How can I tell what students are thinking? Why don't they understand? This handbook provides productive approaches to these and other questions. Written by scientists who are also educators, the handbook offers suggestions for having a greater impact in the classroom and provides resources for further research.

Discusses how to condition the mind to become "idea-prone" and presents a five-step procedure for solving problems and getting ideas

It's been a decade since Lynne Dorfman and Rose Cappelli wrote the first edition of *Mentor Texts* and helped teachers across the country make the most of high-quality children's literature in their writing instruction. In the second edition of this important book Lynne and Rose show teachers how to help students become confident, accomplished writers by using literature as their foundation. The second edition includes brand-new "Your Turn Lessons," built around the gradual release of responsibility model, offering suggestions for demonstrations and shared or guided writing. Reflection is emphasized as a necessary component to understanding why mentor authors chose certain strategies, literary devices, sentence structures, and words. Lynne and Rose offer new children's book titles in each chapter and in a carefully curated and annotated Treasure Chest. At the end of each chapter a "Think About It--Talk About It--Write About It" section invites reflection and conversation with colleagues. The book is organized around the characteristics of good writing--focus, content, organization, style, and conventions. Rose and Lynne write in a friendly and conversational style, employing numerous anecdotes to help teachers visualize the process, and offer strategies that can be immediately implemented in the classroom. This practical resource demonstrates the power of learning to read like writers.

New York Times bestselling author Lysa TerKeurst unveils her heart amid shattering circumstances and shows readers how to live assured when life doesn't turn out like they expected. What do you do when God's timing seems questionable, His lack of intervention hurtful, and His promises doubtful? Life often looks so very different than we hoped or expected. Some events may simply catch us off guard for a moment, but others shatter us completely. We feel disappointed and disillusioned, and we quietly start to wonder about the reality of God's goodness. Lysa TerKeurst understands this deeply. But she's also discovered that our disappointments can be the divine appointments our souls need to radically encounter God. In *It's Not Supposed to Be This Way*, Lysa invites us into her own journey of faith and, with grit, vulnerability, and honest humor, helps us to: Stop being pulled into the anxiety of disappointment by discovering how to better process unmet expectations and other painful situations. Train ourselves to recognize the three strategies of the enemy so we can stand strong and persevere through unsettling relationships and uncertain outcomes. Discover the secret of being steadfast and not panicking when God actually does give us more than we can handle. Shift our suspicion that God is cruel or unfair to the biblical assurance that God is protecting and preparing us. Know how to encourage a friend and help her navigate hard realities with real help from God's truth.

The instant #1 New York Times bestseller. In time for the twentieth anniversary of 9/11, master storyteller Alan Gratz (*Refugee*) delivers a pulse-pounding and unforgettable take on history and hope, revenge and fear -- and the stunning links between the past and present. September 11, 2001, New York City: Brandon is visiting his dad at work, on the 107th floor of the World Trade Center. Out of nowhere, an airplane slams into the tower, creating a fiery nightmare of terror and confusion. And Brandon is in the middle of it all. Can he survive -- and escape? September 11, 2019, Afghanistan: Reshmina has grown up in the shadow of war, but she dreams of peace and progress. When a battle erupts in her village, Reshmina stumbles upon a wounded American soldier named Taz. Should she help Taz -- and put herself and her family in mortal danger? Two kids. One devastating day. Nothing will ever be the same.

Based on a Navy SEAL's inspiring graduation speech, this #1 New York Times bestseller of powerful life lessons "should be read by every leader in America" (*Wall Street Journal*). If you want to change the world, start off by making your bed. On May 17, 2014, Admiral William H. McRaven addressed the graduating class of the University of Texas at Austin on their Commencement day. Taking inspiration from the university's slogan, "What starts here changes the world," he shared the ten principles he learned during Navy Seal training that helped him overcome challenges not only in his training and long Naval career, but also throughout his life; and he explained how anyone can use these basic lessons to change themselves--and the world--for the better. Admiral McRaven's original speech went viral with over 10 million views. Building on the core tenets laid out in his speech, McRaven now recounts tales from his own life and from those of people he encountered during his military service who dealt with hardship and made tough decisions with determination, compassion, honor, and courage. Told with great humility and optimism, this timeless book provides simple wisdom, practical advice, and words of encouragement that will inspire readers to achieve more, even in life's darkest moments. "Powerful." --USA Today "Full of captivating personal anecdotes from inside the national security vault." --Washington Post "Superb, smart, and succinct." --Forbes

The bestselling co-author of the legendary *The One Minute Manager*® and a former Twitter executive join forces to create the ultimate guide to creating powerful mentoring relationships. While most people agree that having a mentor is a good thing, they don't know how to find one or use one. And despite widespread approval for the idea of being a mentor, most people don't think they have the time or skills to do so. Positive mentoring relationships can change the way we lead and help us succeed. In *One Minute Mentoring*, legendary management guru Ken Blanchard and Claire Diaz-Ortiz, a former Twitter executive and early employee, combine their knowledge to provide a systematic approach to intergenerational mentoring, giving readers great insight into the power and influence of mentoring and encouraging them to pursue their own mentoring relationships. Using his classic parable format, Blanchard explains why developing effective communication and relationships across generations can be a tremendous opportunity for companies and individuals alike. *One Minute Mentoring* is the go-to source for learning why mentoring is the secret ingredient to professional and personal success.

It takes a graveyard to raise a child. Nobody Owens, known as Bod, is a normal boy. He would be completely normal if he didn't live in a graveyard, being raised by ghosts, with a guardian who belongs to neither the world of the living nor the dead. There are adventures in the

graveyard for a boy—an ancient Indigo Man, a gateway to the abandoned city of ghouls, the strange and terrible Sleer. But if Bod leaves the graveyard, he will be in danger from the man Jack—who has already killed Bod's family.

From award-winning, bestselling author Ibi Zoboi and prison reform activist Yusef Salaam of the Exonerated Five comes a powerful YA novel in verse about a boy who is wrongfully incarcerated. Perfect for fans of Jason Reynolds, Walter Dean Myers, and Elizabeth Acevedo. The story that I thought was my life didn't start on the day I was born Amal Shahid has always been an artist and a poet. But even in a diverse art school, he's seen as disruptive and unmotivated by a biased system. Then one fateful night, an altercation in a gentrifying neighborhood escalates into tragedy. "Boys just being boys" turns out to be true only when those boys are white. The story that I think will be my life starts today Suddenly, at just sixteen years old, Amal's bright future is upended: he is convicted of a crime he didn't commit and sent to prison. Despair and rage almost sink him until he turns to the refuge of his words, his art. This never should have been his story. But can he change it? With spellbinding lyricism, award-winning author Ibi Zoboi and prison reform activist Yusef Salaam tell a moving and deeply profound story about how one boy is able to maintain his humanity and fight for the truth, in a system designed to strip him of both.

Fooled by Randomness is a standalone book in Nassim Nicholas Taleb's landmark Incerto series, an investigation of opacity, luck, uncertainty, probability, human error, risk, and decision-making in a world we don't understand. The other books in the series are *The Black Swan*, *Antifragile*, *Skin in the Game*, and *The Bed of Procrustes*. Fooled by Randomness is the word-of-mouth sensation that will change the way you think about business and the world. Nassim Nicholas Taleb—veteran trader, renowned risk expert, polymathic scholar, erudite raconteur, and New York Times bestselling author of *The Black Swan*—has written a modern classic that turns on its head what we believe about luck and skill. This book is about luck—or more precisely, about how we perceive and deal with luck in life and business. Set against the backdrop of the most conspicuous forum in which luck is mistaken for skill—the world of trading—Fooled by Randomness provides captivating insight into one of the least understood factors in all our lives. Writing in an entertaining narrative style, the author tackles major intellectual issues related to the underestimation of the influence of happenstance on our lives. The book is populated with an array of characters, some of whom have grasped, in their own way, the significance of chance: the baseball legend Yogi Berra; the philosopher of knowledge Karl Popper; the ancient world's wisest man, Solon; the modern financier George Soros; and the Greek voyager Odysseus. We also meet the fictional Nero, who seems to understand the role of randomness in his professional life but falls victim to his own superstitious foolishness. However, the most recognizable character of all remains unnamed—the lucky fool who happens to be in the right place at the right time—he embodies the "survival of the least fit." Such individuals attract devoted followers who believe in their guru's insights and methods. But no one can replicate what is obtained by chance. Are we capable of distinguishing the fortunate charlatan from the genuine visionary? Must we always try to uncover nonexistent messages in random events? It may be impossible to guard ourselves against the vagaries of the goddess Fortuna, but after reading *Fooled by Randomness* we can be a little better prepared. Named by Fortune One of the Smartest Books of All Time A Financial Times Best Business Book of the Year

This user-friendly guide presents the proven strategies of top experts on creating and guiding effective work teams From recruiting and motivating members to setting ground rules and mediating problems, *Leading Teams* arms managers with a step-by-step plan and practical tools for maximizing productivity in any team setting. Key features Instructs readers how to: Organize a team with complimentary skills Clarify team goals, roles, and responsibilities Foster trust, creativity, and risk-taking Get teams back on track after a setback Collaborate to achieve team objectives

PRAISE FOR THE MENTEE'S GUIDE "The Mentee's Guide inspires and guides the potential mentee, provides new insights for the adventure in learning that lies ahead, and underscores my personal belief and experience that mentoring is circular. The mentor gains as much as the mentee in this evocative relationship. Lois Zachary's new book is a great gift." —Frances Hesselbein, chairman and founding president, Leader to Leader Institute "Whether you are the mentee or mentor, born or made for the role, you will gain much more from the relationship by practicing the fun and easy A-to-Z principles of *The Mentee's Guide* by the master of excellence, Lois Zachary." —Ken Shelton, editor, Leadership Excellence "With this deeply practical book filled with stories and useful exercises, Lois Zachary completes her groundbreaking trilogy on mentoring. Must-reading for those in search of a richer understanding of this deeply human relationship as well as anyone seeking a mentor, whether for new skills, job advancement, or deeper wisdom." —Laurent A. Parks Daloz, senior fellow, the Whidbey Institute, and author, *Mentor: Guiding the Journey of Adult Learners*

An intimate look at the writing life, the famed Iowa Writers' Workshop, the fickle publishing world, and an extraordinary friendship with Frank Conroy. A chance encounter between two writers, one young, one older, develops into a wonderful friendship neither expected. Frank Conroy, author of the classic memoir *Stop-Time*, meets Tom Grimes, an aspiring writer and an applicant to the Iowa Writers' Workshop, which Conroy directs. First as teacher and student—and gradually as friends—their lives become entwined, and through both successes and disappointments, their bond deepens. Exquisitely written, *Mentor* is an honest and heartbreaking exploration of the writing life and the role of a very important teacher.

Fifteen-year-old Shay Summers is trying to cope with the death of her father, being overweight, and threats from a girl bully in school. When she falls in love with Blake, a mysterious boy online, insecure Shay doesn't want to tell him who she is. But with the help of her two best friends, as well as an assist by Kermit and Miss Piggy, ultimately Shay and Blake's love prevails. *Girls Like Me* is a fun and fresh poetic take on teen angst, social media and online anonymity, and high school romance.

A New York Times bestseller! "Lively and absorbing. . ." —The New York Times Book Review "Engrossing." —Wall Street Journal "Entertaining and well-researched . . ." —Houston Chronicle Three noted Texan writers combine forces to tell the real story of the Alamo, dispelling the myths, exploring why they had their day for so long, and explaining why the ugly fight about its meaning is now coming to a head. Every nation needs its creation myth, and since Texas was a nation before it was a state, it's no surprise that its myths bite deep. There's no piece of history more important to Texans than the Battle of the Alamo, when Davy Crockett and a band of rebels went down in a blaze of glory fighting for independence from Mexico, losing the battle but setting Texas up to win the war. However, that version of events, as *Forget the Alamo* definitively shows, owes more to fantasy than reality. Just as the site of the Alamo was left in ruins for decades, its story was forgotten and twisted over time, with the contributions of Tejanos--Texans of Mexican origin, who fought alongside the Anglo rebels--scrubbed from the record, and the origin of the conflict over Mexico's push to abolish slavery papered over. *Forget the Alamo* provocatively explains the true story of the battle against the backdrop of Texas's struggle for independence, then shows how the sausage of myth got made in the Jim Crow South of the late nineteenth and early twentieth century. As uncomfortable as it may be to hear for some, celebrating the Alamo has long had an echo of celebrating whiteness. In the past forty-some years, waves of revisionists have come at this topic, and at times have made real progress toward a more nuanced and inclusive story that doesn't alienate anyone. But we are not living in one of those times; the fight over the Alamo's meaning has become more pitched than ever in the past few years, even violent, as Texas's future begins to look more and more different from its past. It's the perfect time for a wise and generous-spirited book that shines the bright light of the truth into a place that's gotten awfully dark.

Are you investing in the right people? Many people know the benefit of finding a sponsor--someone who goes beyond traditional mentorship to partner with a junior-level employee to help build their skills, advocate for them when opportunities arise, and open doors. But few realize that being a sponsor is just as important to career growth as finding one. According to new research from economist and thought leader Sylvia Ann Hewlett, senior executives who sponsor rising talent are 53 percent more likely to be promoted than those who don't. Similarly,

middle-level managers who have proteges are 167 percent more likely to be given stretch assignments. Well-chosen proteges contribute stellar performance, steadfast loyalty, and capabilities that you, the sponsor, may lack, thus increasing how fast and how far you can go. But how do you find standout proteges, let alone develop them so that they're able to come through for you and your organization? This book has the answers you need. Combining powerful new data and rich examples drawn from in-depth interviews with leaders from companies such as Unilever, Aetna, Blizzard Entertainment, and EY, *The Sponsor Effect* provides a seven-step playbook for how you can become a successful sponsor. You'll learn to: Identify the right mix of proteges Include those with differing perspectives Inspire your proteges and ignite their ambition Instruct them to develop key skill sets Inspect your picks for performance and loyalty Instigate a deal, detailing the terms of a relationship Invest three ways and reap the rewards Along the way, you'll discover the enormous benefits of investing in these valuable relationships.

From NYT bestselling author Brent Weeks comes the first novel in his breakout fantasy trilogy in which a young boy trains under the city's most legendary and feared assassin, Durzo Blint. For Durzo Blint, assassination is an art--and he is the city's most accomplished artist. For Azoth, survival is precarious. Something you never take for granted. As a guild rat, he's grown up in the slums, and learned to judge people quickly--and to take risks. Risks like apprenticing himself to Durzo Blint. But to be accepted, Azoth must turn his back on his old life and embrace a new identity and name. As Kylar Stern, he must learn to navigate the assassins' world of dangerous politics and strange magics--and cultivate a flair for death. Devour this blockbuster tale of assassination and magic by Brent Weeks, which has delighted readers all over the world--with over one million copies in print! *Night Angel The Way of Shadows Shadow's Edge Beyond the Shadows Night Angel: The Complete Trilogy (omnibus) Perfect Shadow: A Night Angel Novella (e-only) The Way of Shadows: The Graphic Novel* For more from Brent Weeks, check out: *Lightbringer The Black Prism The Blinding Knife The Broken Eye The Blood Mirror The Burning White* Traces the author's experiences as an illegal child immigrant, describing her father's violent alcoholism, her efforts to obtain a higher education, and the inspiration of Latina authors.

We don't get anywhere totally on our own. In business and in life we go further and faster with a little help from an experienced friend. *MENTORING HEROES* gives examples of the many ways 52 successful women got to where they are today with the assistance of such friends and mentors. These women share personal and honest stories on how they were mentored and who the men and women were that helped them. Their professions and positions include a senior vice president in the oil industry, archeologist, judge, senior vice president of the US Chamber of Commerce, president of the American Medical Association, vice president in one of the nation's top financial institutions, ophthalmologist, Catholic nun, rabbi, cardiologist, stockbroker, lawyer, horticulturist, movie star, dentist, hairdresser, entrepreneur, award-winning artist, hospital administrator, psychologist, probations officer, nurse, and more. "The Fabulous Fifty- Two" come from diverse geographical areas, age groups, and industries with very human and realistic demonstrations of the many ways one can be mentored. Their mentoring experiences are as varied as the winding paths of each of their lives. Stories are interwoven throughout chapters that cover family, peer, spiritual, educational, and professional mentoring in both structured and unstructured settings. Mentoring is one of today's hottest buzzwords. The call to mentor is a request heard frequently on television and radio and read about in magazines and newspapers. From elementary schools to colleges, small businesses to Fortune 500 companies, mentoring programs are taking place because aligning a student or employee with a successful mentor promotes the possibility that the protege also will be successful. And successful individuals build successful teams in school and business. *MENTORING HEROES* is not an instruction manual with cookie cutter formats for mentoring. This book is about Real People, with Real Voices, who share Real Experiences on how they attained personal and professional achievement in their lives.

Are you "leadership material?" More importantly, do others perceive you to be? Sylvia Ann Hewlett, a noted expert on workplace power and influence, shows you how to identify and embody the Executive Presence (EP) that you need to succeed. You can have the experience and qualifications of a leader, but without executive presence, you won't advance. EP is an amalgam of qualities that true leaders exude, a presence that telegraphs you're in charge or deserve to be. Articulating those qualities isn't easy, however. Based on a nationwide survey of college graduates working across a range of sectors and occupations, Sylvia Hewlett and the Center for Talent Innovation discovered that EP is a dynamic, cohesive mix of appearance, communication, and gravitas. While these elements are not equal, to have true EP, you must know how to use all of them to your advantage. Filled with eye-opening insights, analysis, and practical advice for both men and women, mixed with illustrative examples from executives learning to use the EP, *Executive Presence* will help you make the leap from working like an executive to feeling like an executive.

"This book is a practical guide to using mentor texts in the teaching of writing in middle and high school classrooms"--

With talent shortages looming over the next decade, what can companies do to attract and retain the large number of professional women who are forced off the career highway? By documenting the successful efforts of a group of cutting-edge global companies to retain talented women and reintegrate them if they've already left, *Off-Ramps and On-Ramps* answers this critical question. Working closely with companies such as Ernst & Young, Goldman Sachs, Time Warner, General Electric and others, author Sylvia Ann Hewlett identifies what works and why. Based on firsthand experience with these companies, along with extensive data that provides the most comprehensive and nuanced portrait of women's career paths, this book documents the actions forward-thinking companies must take to reverse the female brain drain and ensure their access to talent over the long term.

Kyle Broder has achieved his lifelong dream and is an editor at a major publishing house. When Kyle is contacted by his favorite college professor, William Lansing, Kyle couldn't be happier. Kyle has his mentor over for dinner to catch up and introduce him to his girlfriend, Jamie, and the three have a great time. When William mentions that he's been writing a novel, Kyle is overjoyed. He would love to read the opus his mentor has toiled over. Until the novel turns out to be not only horribly written, but the most depraved story Kyle has read. After Kyle politely rejects the novel, William becomes obsessed, causing trouble between Kyle and Jamie, threatening Kyle's career, and even his life. As Kyle delves into more of this psychopath's work, it begins to resemble a cold case from his college town, when a girl went missing. William's work is looking increasingly like a true crime confession. Lee Matthew Goldberg's *The Mentor* is a twisty, nail-biting thriller that explores how the love of words can lead to a deadly obsession with the fate of all those connected and hanging in the balance.

From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for *Ask a Manager* "A must-read for anyone who works . . . [Alison Green's] advice boils down . . . to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's *Ask a Manager* column. This book is

even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

Through her bestseller, *Love in 90 Days*, Dr. Diana Kirschner helped thousands of women find true love. Now she has written the perfect follow-up: *SEALING THE DEAL*, a unique guide to deepen any love relationship, to move from casual to committed, and ultimately to go from the anxiety of not knowing where things are going...to the security of fulfilling and lasting love. Love Mentor Dr. Diana offers revolutionary advice for finding-and-keeping-the one you love: Create irresistible attraction and an atmosphere that men love to be around. Find out the single most important thing you can do to get a sincere commitment from the guy you want. Keep that crazy-in-love feeling going, no matter how long you've been together. Learn the secret to instantly resolving conflict with your man. Know when to have "the talk": Don't think it matters when you bring it up? Think again. Avoid the biggest mistake women make when he's "not ready" for a commitment Get your relationship back and better than ever, even if he has cheated O:PIf you have love problems, Dr. Diana has the solutions. This book is your key to creating your own happiest-ever-after now.

Who's pulling for you? Who's got your back? Who's putting your hat in the ring? Odds are this person is not a mentor but a sponsor. Mentors can build your self-esteem and provide a sounding board—but they're not your ticket to the top. If you're interested in fast-tracking your career, what you need is a sponsor—a senior-level champion who believes in your potential and is willing to advocate for you as you pursue that next raise or promotion. In this powerful yet practical book, economist and thought leader Sylvia Ann Hewlett—author of ten critically acclaimed books, including the groundbreaking *Off-Ramps and On-Ramps*—shows why sponsors are your proven link to success. Mixing solid data with vivid real-life narratives, Hewlett reveals the “two-way street” that makes sponsorship such a strong and mutually beneficial alliance. The seven-step map at the heart of this book allows you to chart your course toward your greatest goals. Whether you're looking to lead a company or drive a community campaign, *Forget a Mentor, Find a Sponsor* will help you forge the relationships that truly have the power to deliver you to your destination.

Master your game from the inside out! With more than 800,000 copies sold since it was first published thirty years ago, this phenomenally successful guide has become a touchstone for hundreds of thousands of people. Not just for tennis players, or even just for athletes in general, this handbook works for anybody who wants to improve his or her performance in any activity, from playing music to getting ahead at work. W. Timothy Gallwey, a leading innovator in sports psychology, reveals how to • focus your mind to overcome nervousness, self-doubt, and distractions • find the state of “relaxed concentration” that allows you to play at your best • build skills by smart practice, then put it all together in match play Whether you're a beginner or a pro, Gallwey's engaging voice, clear examples, and illuminating anecdotes will give you the tools you need to succeed. “Introduced to *The Inner Game of Tennis* as a graduate student years ago, I recognized the obvious benefits of [W. Timothy] Gallwey's teachings. . . . Whether we are preparing for an inter-squad scrimmage or the National Championship Game, these principles lie at the foundation of our program.”—from the Foreword by Pete Carroll

Do you have a real relationship with God, or do you just have a religion? Do you know God, or do you just know about God? In *How Big Is Your God?* Paul Coutinho, SJ, challenges us to grow stronger and deeper in our faith and in our relationship with God—a God whose love knows no bounds. To help us on our way, Coutinho introduces us to people in various world religions—from Hindu friends to Buddhist teachers to St. Ignatius of Loyola—who have shaped his spiritual life and made possible his deep, personal relationship with God.

WINNER OF THE 2018 NATIONAL BOOK AWARD NEW YORK TIMES NOTABLE BOOK OF 2018 "A beautiful book ... a world of insight into death, grief, art, and love." --Wall Street Journal "A penetrating, moving meditation on loss, comfort, memory...Nunez has a wry, withering wit." --NPR "Dry, allusive and charming...the comedy here writes itself." The New York Times A moving story of love, friendship, grief, healing, and the magical bond between a woman and her dog. When a woman unexpectedly loses her lifelong best friend and mentor, she finds herself burdened with the unwanted dog he has left behind. Her own battle against grief is intensified by the mute suffering of the dog, a huge Great Dane traumatized by the inexplicable disappearance of its master, and by the threat of eviction: dogs are prohibited in her apartment building. While others worry that grief has made her a victim of magical thinking, the woman refuses to be separated from the dog except for brief periods of time. Isolated from the rest of the world, increasingly obsessed with the dog's care, determined to read its mind and fathom its heart, she comes dangerously close to unraveling. But while troubles abound, rich and surprising rewards lie in store for both of them. Elegiac and searching, *The Friend* is both a meditation on loss and a celebration of human-canine devotion.

How can I reach the C-suite? That is the most common question Cassandra Frangos hears from the executives she coaches. In *Crack the C-Suite Code*, Frangos reveals the hidden dynamics for reaching the C-suite. She offers expert guidance based on her experience and identifies four core paths you can follow to reach the C-suite.

Forget a Mentor, Find a SponsorThe New Way to Fast-Track Your CareerHarvard Business Review Press

This book shows the budding entrepreneur how to create a winning business concept and turn it into a forward-thinking business plan.

There is nothing more fundamental to the Christian faith and to building godly men than discipleship. In today's vernacular, discipleship would best be described as “Spiritual Mentoring.” Why are discipleship and mentoring so important? How does discipleship connect to the struggles men face today? Discipleship is a relational process that requires people to become actively involved in their faith. Devoted and active men can change the direction of our culture. Most importantly, God has commanded men to be the leaders in the home, church, and community. Authentic discipleship is about developing a caring concern and a genuine love for others through modeling Christ-like attitudes and behavior in the context of relational environments. A fresh approach is needed to define, implement, and equip men with a passion to make disciples. It starts with relationship. Because it all starts with the individual, we must see one-on-one discipleship as the primary objective to begin the revolution. *The Spiritual Mentor* will explain how men can rescue their faith and how spiritual mentors must play a critical role in bringing the church back to its original purpose. Features include: Metaphors, anecdotes, and practical applications Practical tools for becoming a spiritual mentor Discussion questions Dr. Jim Grassi has captured the essence of what is happening today with men in the church and defined logical and practical steps to get back on course of men gaining a closer relationship with God in the mentoring and discipleship process. Dr. Grassi illustrates "the how to" thru practical examples of situations we all know and can relate. Dr. Grassi sets the tone for a modern day Haggai in being strong and staying courageous, putting in the effort by serving and working at the process, and lastly knowing that God never leaves your side and is always with you. This book is a must read and must have for reference of every men's ministry leader. - Darrel Billups, NCMM, Executive Director Our men's small group just finished reading and discussing *The Spiritual Mentor*. We found the book to be challenging, informative and very practical. The stories and illustrations are captivating, giving insight into principles and techniques of

discipleship. As fathers and grandfathers, we want to first be a positive influence on our families and then on others with whom we come in contact. This book has raised the level of our awareness of the responsibility and opportunity to serve God in fulfilling the most important directive given us by our Lord: to make disciples. Thank you for sharing your insight and experiences with us. - Norman Thomas, Administrative Pastor, Valley Assembly

In your career, you will likely transition 6-7 times into a new position. Each time it's a nerve reckoning moment and often delayed through procrastination and self-doubt. Learn to build up your confidence by being prepared to not only pursue your BIG dream but also how to take little steps to get to that ultimate destination. Along your journey, you will learn through trial & error, this handbook is written from deeply personal experiences, and with the adult reader in mind. Each chapter is short and packed with actionable steps that will prepare you for the future. Our 4 Strategies & 5 Skills are supported by over 100 management stories as well as six short stories from the leading experts in the field of Operations, Human Resources & Leadership. #PayitForward #TheDutchMentor #PositudeLeadership

A moving story of a woman with early onset Alzheimer's disease, now a major Academy Award-winning film starring Julianne Moore and Kristen Stewart. Alice Howland is proud of the life she worked so hard to build. At fifty, she's a cognitive psychology professor at Harvard and a renowned expert in linguistics, with a successful husband and three grown children. When she begins to grow forgetful and disoriented, she dismisses it for as long as she can until a tragic diagnosis changes her life - and her relationship with her family and the world around her - for ever. Unable to care for herself, Alice struggles to find meaning and purpose as her concept of self gradually slips away. But Alice is a remarkable woman, and her family learn more about her and each other in their quest to hold on to the Alice they know. Her memory hanging by a frayed thread, she is living in the moment, living for each day. But she is still Alice. 'Remarkable ... illuminating ... highly relevant today' Daily Mail 'The most accurate account of what it feels like to be inside the mind of an Alzheimer's patient I've ever read. Beautifully written and very illuminating' Rosie Boycot 'Utterly brilliant' Chrissy Iley

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