

Making Work Visible Exposing Time Theft To Optimize Work Flow

As tech giants and startups disrupt every market, those who master large-scale software delivery will define the economic landscape of the 21st century, just as the masters of mass production defined the landscape in the 20th. Unfortunately, business and technology leaders are woefully ill-equipped to solve the problems posed by digital transformation. At the current rate of disruption, half of S&P 500 companies will be replaced in the next ten years. A new approach is needed. In *Project to Product*, Value Stream Network pioneer and technology business leader Dr. Mik Kersten introduces the Flow Framework—a new way of seeing, measuring, and managing software delivery. The Flow Framework will enable your company's evolution from project-oriented dinosaur to product-centric innovator that thrives in the Age of Software. If you're driving your organization's transformation at any level, this is the book for you.

Enjoy 20 limited-detail illustrations, designed for those who would rather keep it simple. Each page was hand-drawn and edited by K J Kraemer, with you in mind. If you don't want to spend days on a project or just want room to get creative, this adult coloring book is for you!

Making Work Visible Exposing Time Theft to Optimize Work & Flow IT Revolution

Personal Kanban transformed how we think about our own personal productivity. Why Limit Your WIP will transform how organizations and teams think about and manage their work. The tale in this book will hurt, because you'll have undoubtedly lived with the consequences of people being stretched too thin, work constantly blocked or in queue, projects chronically late, and people getting burned out... Gene Kim author of *The Phoenix Project* from the Foreword We are distracted. We are overburdened. We are unfocused. Our work suffers for this. Our companies suffer for this. We snatch failure from the jaws of success. Limiting WIP is the breakthrough strategy for starting less and completing more. Written by Jim Benson, author of the Shingo Research Award winning *Personal Kanban*, urban planner, software developer, and business owner who has planned and built everything from small software projects, to houses, to urban freeway systems, Why Limit WIP is told by someone who has watched many projects be born, run into problems, and ultimately fail due to overburden. This short work is the third in the *Modus Cooperandi MemeMachine* series-which looks specifically at underlying issues that directly impact the success of teams, companies, and individuals. The *MemeMachine* series is meant to start conversations and advance discussion.

In the final book of Ginger Voight's *Groupie Trilogy*, Andy and Vanni have returned to Los Angeles to prepare for the birth of their child. A reformed Ladies' Man, Giovanni Carnevale now embarks on a life of monogamy with the woman he loves, but the ghosts of his past still continue to haunt their newfound happiness. The Wilke family wants to see him pay for the damage he has done to their precious Baylee, who still lies in a vegetative state. For her brother, Donny, money will never be enough to make up for what Vanni has done, but that is where the Wilke family first seeks their revenge, demanding millions of dollars in restitution. To ensure he has enough money to make up for his mistakes as well as provide for his baby, Vanni takes on the job as judge for a new reality talent show called "Fierce," where he champions an unlikely contestant, proving him to be a man of substance more than anyone could have imagined. Graham tries to move on, but when he discovers that Andy is pregnant he cannot stop dreaming of what might have been. Maggie watches on helplessly, as hopelessly in love with him as he is with someone else. She considers moving on before he shatters what is left of her heart. The biggest threat to Vanni and Andy's *Happily Ever After* is Holly Neal, who returns to Los Angeles claiming to carry Vanni's baby. Graham and Andy suspect she is up to her old tricks, but Vanni knows truly turning over a new leaf means he has to do right by all the people he has wronged - including a child he may have conceived with another woman. In the end, it is Andy and their baby who may pay the biggest price of all for his sins, when Baylee's death sends her psychotic brother over the edge. Everything blows literally to pieces, forcing Vanni - and Graham - to give it all for the sake of love.

Practice your decision making skills by working on these mazes. Sure, you can decide for yourself but sometimes you get used to your daily tasks that you miss out any other details not covered by your day-to-day. Mazes challenge your routine and they make you a better problem solver. Believe in the benefits of mazes. Grab a copy today!

Do you feel like you struggle to make time for everything? We are living in a time-poor society, working more than ever and with less time for ourselves and family. The pressures and stress of the obligations we feel we have, often leave us without time to do everything that we would like to. More critically, we lack the time to reflect, review our lives and consider our direction. Time to contemplate if the decisions we are making are going to lead us to a life of purpose or an old age filled with regret. *Time for Anything* is based on 5 years of research by Craig D Robinson. Using the techniques in this book, Craig went from working in an entry level position to, in just four years: start 2 companies, recharge with 12 weeks holiday a year, start a family, grow and sell his startups and retire at the age of 34. This book shows you how you too can have time for it all.

Are you frustrated or disenchanted by the results of your Agile approach? Does Agile sound like a good idea, but you're not sure how to explain it beyond roles, practices, and meetings? Is your team going through the motions, but it's still business as usual? The missing piece is the Agile mind-set -- the thinking that makes Agile processes work. This book is your compass for the Agile journey. Without prescribing any process, practice, or tool, it will show you how practitioners approach: Deciding what to work on Planning and doing the work Engaging people and performing as teams Working better Pragmatic and dogma-free, this book will help you understand what it means to be Agile and how to bring others along. I want to give this book to every executive and manager who asks why the transition is taking so long. I also recommend it for all Agile practitioners as a valuable source of insight beyond the processes and techniques described in other books. -Roger Brown, Agile Coach, *Agile Crossing* Gil Broza is a kindred spirit to the pioneers

of the Agile movement. He reminds us of the core values, principles, and behaviors of this enduring effort to bring joy and delight to producing software. To those new to the pursuit, he brings a lantern for the journey. -Rich Sheridan, CEO, Menlo Innovations The book's forewords are by Jim Highsmith and Linda Rising. Gil Broza, founder and principal mentor at 3P Vantage, has been supporting Agile leaders and their teams since 2004. Gil's guidance helps professionals adopt effective, humane, and responsible approaches to software development. His previous book was *The Human Side of Agile*.

Dismantle the overwhelming complexity in your IT projects with strategies and real-world examples from a leading expert on enterprise architecture. This guide describes best practices for creating an efficient IT organization that consistently delivers on time, on budget, and in line with business needs. IT systems have become too complex—and too expensive. Complexity can create delays, cost overruns, and outcomes that do not meet business requirements. The resulting losses can impact your entire company. This guide demonstrates that, contrary to popular belief, complex problems demand simple solutions. The author believes that 50 percent of the complexity of a typical IT project can and should be eliminated—and he shows you how to do it. You'll learn a model for understanding complexity, the three tenets of complexity control, and how to apply specific techniques such as checking architectures for validity. Find out how the author's methodology could have saved a real-world IT project that went off track, and ways to implement his solutions in a variety of situations.

Today's IT workers are drowning in nonstop requests for time, days filled to the brim with meetings, and endless nights spent heroically fixing the latest problems. This churn and burn is creating a workforce constantly on the edge of burnout. In this timely book, IT time management expert Dominica DeGrandis reveals the real crime of the century—time theft, one of the most costly factors impacting enterprises in their day-to-day operations. Through simple solutions that make work visible, Degrandis helps people round up the five thieves of time and take back their lives with timesaving solutions. Chock-full of exercises, takeaways, real-world examples, colorful diagrams, and an easy-going writing style, readers will quickly learn effective practices to create high-performing workflows within an organization.

Little Boys have secrets, Most secrets don't hurt, Men in high places want this secret - They will Kill for it - The First Book of the Jeremy Ruhl saga! The son of the English explorer Lord Baron Ruhl, Jeremy Ruhl, is lost in America. In the late 1800's The civil war is over, balloons dot the skies of Europe, and a boy begins an adventure! The original masterpiece of Action and adventure as Jeremy Ruhl, raised as a prince, and his friends want to find adventure, their adventure turns into a nightmare because of a secret Jeremy does not even know about, and people will kill for for that secret. 412 Pages of pure action and adventure. Rated YA 10 and up, some mild violence.

Why do millions of tech startups fail every year? Despite having a good product, customers, and even help from accelerator and seed programs, many new tech companies simply don't succeed. What's missing? Operational structure. The Vision to Value Framework is an operational model designed to help tech organizations scale growth in a sustainable and profitable way. The book introduces the model, its scope, and its impact on organizations. Vision to Value compiles the experience and strategy of tech entrepreneur and startup co-founder Luis Gomes de Abreu in his journey to scaling Amsterdam-based Nmbrs, and the organization's 10-year journey of growth. With a focus on building mindset, strategy, and formal structure to support increasing operations, the book works to bridge the gap between startup and a scaled organization. Featuring theoretical as well as practical information, the Vision to Value lays the foundations for designing an organization around agility, scalability, and delivering value to the end-user. Strategy, tips, and ideas function to guide leaders in technical operations towards setting up product development structure, customer support, developing business processes, and organizing teams, while highlighting many of the issues contributing to organizational failure, and some approaches to solving them. Most importantly, Vision to Value focuses on designing structure, organizing teams, and creating an operational model designed to support growth - so that anyone can realize those ideas inside their own organization.

Meetings don't need to be terrible. They can be the best place for us to connect with the people we work with and do great things. This book presents the Lean Coffee method which has since its inception in 2009 spread across the globe to radically shift the way people meet with each other.

Matt K. Parker, technology thought-leader, reveals six "Week in the Life" stories of cutting-edge, radically collaborative software makers to illustrate the potential for human experience in radically collaborative software environments.

A planet plagued with tumult from outsiders and divided by its own religious dichotomy could face extinction if their faiths are not united and an unholy artifact is destroyed. Safiro, the God of Death, and Sanguina, the Goddess of Life, created two heroes (Vytametas) -- mirror twins separated at birth yet destined to meet in a place where the future of their world will be decided by their powers. The only people who know not the ultimate purpose of the legendary Vytametas are the young heroes themselves. While the teenage Vytametas learn of their world and of their mission, they will be turned against each other by the two faiths they are meant to save: the demented Safiric Brotherhood and the shady Sanguinic Sisterhood.

In this timely book, IT time management expert Dominica DeGrandis reveals the real crime of the century?time theft, one of the most costly factors impacting enterprises in their day-to-day operations.

All of the agile cards have been pulled, and nonetheless new products still do not get faster to the market. If this situation seems familiar, you should read this story about a company that prepared their agile transition in exemplary fashion: 600 employees reorganized into cross-functional teams, their work visualized and practically perfect Standups and Retrospectives held. The result: Time-to-Market for the products became worse - and not a trace of business agility. This book shows you what goes wrong with many agile transitions and why the desired improvements fail to materialize. You also learn how to get out of a dead end and what can be done before starting a transformation in order to prevent heading down a dead end to begin with. A little preview: Do not start by making teams agile - this will save your nerves and lots of money!

"By the end of this book, you will understand what is valuable, how to measure value, and how to optimize the flow of value from idea to your customer." Evan Leybourn, co-founder and CEO, Business Agility Institute Agile methods have brought about dramatic changes in how organizations manage and deliver not only IT services, but their entire product and service value streams. As legacy organizations transition to newer, end-to-end agile operating models, the Project Management Office (PMO) needs to redesign its mission and operation to be more in line with these

modern ways of working. That requires being more customer-focused and value-adding, and less hidebound, bureaucratic and tied to antiquated processes and mindsets. Visionary leaders are transitioning into enablers of this change, and maximizing value through the entire organization. Middle management, including program and project managers (PMs), are racing to maximize their professional relevancy in this new world. This book defines the role of the agile value management office (VMO), using case studies and a clear road map to help PMs visualize and implement a new path where middle management and the VMO are valued leaders in the age of business agility.

Working hard, but still can't keep up? This short, insightful book will teach you how to speed up at work, by slowing down, looking at your workplace slightly differently, then thinking a little. ** Spoiler Alert ** The world's best manufacturers have known the secret for decades: every workplace, big or small, has one resource that is slower than the rest. It's called The Bottleneck. Find it, speed it up, and your entire workplace speeds up. The problem is that, although this secret is well known inside manufacturing, it's been hidden from the rest of us, deep inside complicated manufacturing texts and sophisticated computer algorithms. Until now, that is. Clarke Ching, author of Rolling Rocks Downhill, has spent the last 20 years adapting and simplifying manufacturing's techniques so that everyone can use them, no matter where they work. In this book, he reveals a surprisingly simple process - called the FOCCCUS Formula - that you can use to find your bottleneck then manage it. The book takes roughly 90 minutes to read, and most readers figure out where their bottleneck is before they've finished. One reviewer wrote, "What a great and - dare I say it - inspirational read. I thoroughly enjoyed it. I'm grateful for the stories and the lack of business mumbo-jumbo. Your readers will find it a useful kick-start for their minds because it shows them how to look at their problems in different ways." Read The Bottleneck Rules today, and you'll start running faster tomorrow.

"I set myself the task of describing the 'humane, start with what you do now approach to change' not as a productivity tool, but as a management method built around a strong framework of values—a way to help organizations work better for their people, their customers, and other stakeholders." - Mike Burrows, author Kanban from the Inside takes a distinctive approach to the Kanban Method—using a system of nine values to explain what it is, to give insight into how its practitioners think, and to offer practical advice on how to apply it. Readers new to Kanban will understand why and how it works, while those with experience will appreciate its fresh perspective and the connections it makes with a range of related models. Part I draws on real-world experience to explain the Kanban Method through nine values: transparency, balance, collaboration, customer focus, flow, leadership, understanding, agreement, and respect. It also introduces Kanban's three Agendas and the Kanban Lens. Part II describes other models useful to understanding and applying the Kanban Method more effectively. It is a tour through related bodies of knowledge, including Systems Thinking, Lean, Agile, and Theory of Constraints. Part III is a step-by-step implementation guide that brings up to date the Systems Thinking Approach to Introducing Kanban (STATIK). It offers practical ways to capture and address in your Kanban implementation the needs of your organization, your colleagues, and your customers.

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"Do you really understand what business value is? Information technology can and should deliver business value. But the Agile literature has paid scant attention to what business value means—and how to know whether or not you are delivering it. This problem becomes ever more critical as you push value delivery toward autonomous teams and away from requirements “tossed over the wall” by business stakeholders. An empowered team needs to understand its goal! Playful and thought-provoking, The Art of Business Value explores what business value means, why it matters, and how it should affect your software development and delivery practices. More than any other IT delivery approach, DevOps (and Agile thinking in general) makes business value a central concern. This book examines the role of business value in software and makes a compelling case for why a clear understanding of business value will change the way you deliver software. This book will make you think deeply about not only what it means to deliver value but also the relationship of the IT organization to the rest of the enterprise. It will give you the language to discuss value with the business, methods to cut through bureaucracy and strategies for incorporating Agile teams and culture into the enterprise. Most of all, this book will startle you into new ways of thinking about the cutting-edge of Agile practice and where it may lead."

This book is for children of all ages. This book explains how things could be the same or different between siblings.

It's no secret that we are living in the Digital Age. Technology companies make up seven of the world's ten largest firms by market capitalization. And the key to their success is the key to all modern organizations. Jonathan Smart, business agility practitioner, thought leader, and coach, reveals the patterns and antipatterns that will help organizations from every industry deliver better value sooner, safer, and happier through high levels of engagement, inclusion, and empowerment. Through his decades of experience in the technology world, Smart provides business leaders with a blueprint for creating a world-class organization of the future. Through Agile and Lean ways of working, business leaders can empower teams to improve production, grow together, and create better services for their customers. These better ways of working have overflowed from the IT department to every corner of successful organizations, taking root in every industry from aerospace to accounting, insurance to shipping. This book is not about software development. It is not a book about the computer industry. This book is about applying agility across the entire organization. It's a book that will put you at the front of change and ahead of the competition.

A breakthrough approach to managing agile software development, Agile methods might just be the alternative to outsourcing. However, agile development must scale in scope and discipline to be acceptable in the boardrooms of the Fortune 1000. In Agile Management for Software Engineering, David J. Anderson shows managers how to apply management science to gain the full business benefits of agility through application of the focused approach taught by Eli Goldratt in his Theory of Constraints. Whether you're using XP, Scrum, FDD, or another agile approach, you'll learn how to develop management discipline for all phases of the engineering process, implement realistic financial and production metrics, and focus on building software that delivers maximum customer value and outstanding business results. Coverage includes: Making the business case for agile methods: practical tools and disciplines How to choose an agile method for your next project Breakthrough application of Critical Chain Project Management and constraint-driven control of the flow of value Defines the four new roles for the agile manager in software projects—and competitive IT organizations Whether you're a development manager, project manager, team leader, or senior IT executive, this book will help you achieve all four of

your most urgent challenges: lower cost, faster delivery, improved quality, and focused alignment with the business.

Your team is stressed; priorities are unclear. You're not sure what your teammates are working on, and management isn't helping. If your team is struggling with any of these symptoms, these four case studies will guide you to project success. See how Kanban was used to significantly improve time to market and to create a shared focus across marketing, IT, and operations. Each case study comes with illustrations of the Kanban board and diagrams and graphs to help you see behind the scenes. Learn a Lean approach by seeing how Kanban made a difference in four real-world situations. You'll explore how four different teams used Kanban to make paradigm-changing improvements in software development. These teams were struggling with overwork, unclear priorities, and lack of direction. As you discover what worked for them, you'll understand how to make significant changes in real situations. The four case studies in this book explain how to: Improve the full value chain by using Enterprise Kanban Boost engagement, teamwork, and flow in change management and operations Save a derailing project with Kanban Help an office team outside IT keep up with growth using Kanban What seems easy in theory can become tangled in practice. Discover why "improving IT" can make you miss your biggest improvement opportunities, and why you should focus on fixing quality and front-end operations before IT. Discover how to keep long-term focus and improve across department borders while dealing with everyday challenges. Find out what happened when using Kanban to find better ways to do work in a well-established company, including running multi-team development without a project office. You'll inspire your team and engage management to make it easier to develop better products. What You Need: This is a case study book, so there are no software requirements. The book covers the relevant bits of theory before presenting the case studies.

At just twenty-two years of age, Briana Mils finds herself at a desperate crossroads. Once a promising student at the University of Oregon, she now finds herself alone on the streets of Portland with only the clothes on her back, memories of a happier time, and the stray dog that's adopted her. And she's got the drug that helps her forget. Briana's mistakes haunt her, lashing her with severe consequence, forcing her to make a decision few would ever make. Still, in a final attempt to make her young life count for something, Briana begins writing it all down—everything—so that others walking the crumbling precipice of rebellion might leap to safety before it's too late. She writes about her present struggles and the past. She writes about Michael, the boy she loved and left behind when she went off to college. She writes about the violent activism and drug that derailed her life. She writes about the demands placed on her by a socially conscious mother, and the adoration shown by a proud father. And Briana talks about Brody—the young activist leader who captured her heart, took it to the altar, and then crushed it. What develops is an engrossing record of a young and troubled life, one both beautiful and ugly, innocent and corrupt, lost and then found. And wrapped in its literary sinew is a cast of characters as diverse and engaging as the stars, and an impassioned love story sure to transcend time. What readers are saying: "Timeless...provocative." "Characters so real you'd swear this was a true account." "A brilliant read!" Alone Among People is D. M. Anthony's first novel. He lives in California where he's at work on his next book. This review is from: Alone Among People (Paperback) A Compelling and Heart Warming Story, September 25, 2012 "Alone Among People is at once an engaging, moving story and a provocative statement about the thin line between thriving and sinking into an abyss as inescapable as quicksand. Its timeless and uplifting messages of hope conquering despair, healing borne of love and care, and peace at discovering one's identity are an inspiration. The author's empathy for the characters and their plight betrays knowledge of what he writes, and offers the reader a unique glimpse into a vulnerable and intimate place... his heart. I recommend this book to anyone who has traveled through the anguish of darkness and longed for the light; it may just guide your way."

Who says having all your dreams come true is a good thing? Serenity Winters is taking the summer off. After her last year included crushing on the wrong guy (again), having her best friend move all the way across the country, and an unexpected loss she's still not prepared to deal with, she deserves it. And a visit to see Maia in California seems the perfect getaway. Beaches, bonfires and boys? Yes please! But Rennie's dreams aren't so easy to elude. Sketching what she can remember of them helps some, but her drawings are taking on a life of their own and the dreams they represent are starting to come true. Enter Alex, who may or may not be perfect. (No, who is she kidding? He's perfect. Great hair, plus he can quote Hamlet and Yoda? Come on!) But Alex has secrets of his own, namely a hidden ability to transport himself through time using a book as a portal. Could it be that both Rennie and Alex are being drawn in to the same mystery? They better find out quickly, because her dreams are getting louder. And they know her by name.

A practical guide to impact mapping, a simple yet incredibly effective method for collaborative strategic planning that helps organizations make an impact with software.

Transforming our organizations to compete and thrive in today's digital age requires a combination of "old world thinking" of quality and differentiation and "new world thinking" of meeting your market where it wants to be. But making your organization "digital" is a lot more than creating a compelling mobile app and moving to the cloud. To thrive in the new marketplace, you must think and act differently. In this leader's guide to digital transformation, you'll get practical, actionable information on building an employee and customer-obsessed culture that drives speed and efficiency while leveraging technology to sell better products and services. The guide will teach you how to: understand, articulate, and analyze the value you offer customers; get development and operations to work better together; persuade employees to do things differently; and solve problems in new and creative ways. Whether you work for a small, medium-sized, or large organization, you'll get meaningful guidance on overcoming obstacles that thwart success by learning from others.

In Team Topologies DevOps consultants Matthew Skelton and Manuel Pais share secrets of successful team patterns and interactions to help readers choose and evolve the right team patterns for their organization, making sure to keep the software healthy and optimize value streams. Team Topologies will help readers discover: • Team patterns

used by successful organizations. • Common team patterns to avoid with modern software systems. • When and why to use different team patterns • How to evolve teams effectively. • How to split software and align to teams.

Summary Kanban in Action is a down-to-earth, no-frills, get-to-know-the-ropes introduction to kanban. It's based on the real-world experience and observations from two kanban coaches who have introduced this process to dozens of teams. You'll learn the principles of why kanban works, as well as nitty-gritty details like how to use different color stickies on a kanban board to help you organize and track your work items. About the Book Too much work and too little time? If this is daily life for your team, you need kanban, a lean knowledge-management method designed to involve all team members in continuous improvement of your process. Kanban in Action is a practical introduction to kanban.

Written by two kanban coaches who have taught the method to dozens of teams, the book covers techniques for planning and forecasting, establishing meaningful metrics, visualizing queues and bottlenecks, and constructing and using a kanban board. Written for all members of the development team, including leaders, coders, and business stakeholders. No experience with kanban is required. Purchase of the print book includes a free eBook in PDF, Kindle, and ePub formats from Manning Publications. What's Inside How to focus on work in process and finish faster Examples of successful implementations How team members can make informed decisions About the Authors Marcus Hammarberg is a kanban coach and software developer with experience in BDD, TDD, Specification by Example, Scrum, and XP. Joakim Sundén is an agile coach at Spotify who cofounded the first kanban user groups in Europe. Table of Contents PART 1 LEARNING KANBAN Team Kanbaneros gets startedPART 2 UNDERSTANDING KANBAN Kanban principles Visualizing your work Work items Work in process Limiting work in process Managing flow PART 3 ADVANCED KANBAN Classes of service Planning and estimating Process improvement Using metrics to guide improvements Kanban pitfalls Teaching kanban through games

"Productivity books focus on doing more. Jim and Tonianne want you to focus on doing better....Personal Kanban takes the same Lean principles from manufacturing that led the Japanese auto industry to become a global leader in quality, and applies them to individual and team work. Personal Kanban asks only that we visualize our work, and limit our work-in-progress."--Back cover.

Brand alchemist, prime minister whisperer and shadow trend tweaker, Jones Byrne did his best contract work remotely, hidden in the seams of his upstate New York factory loft. But one mystery client has made an irresistible offer that will pull him back into the light, and force him to face his greatest failure: his degenerate expat past life in Tokyo. He had barely escaped, just a year ago, before everything flipped upside down and Japan dropped a veil over its largely depopulated, earthquake-scarred cities, cutting off all contact with the outside world. That's around the time the rumors began. They said that Tokyo had returned to its dark, old ways. But this time, warped and infected by the pharmacological and technological graffiti of 2043.This version of Tokyo was a place no foreigner had been unfortunate enough to lay eyes upon. Until now. Byrne's mystery client promised to make him well and truly wealthy, for just one day's work. Just one day. But this will be the hardest day's work of Byrne's life, if he can make it out of Tokyo alive.

Nominated for a Small Business Marketing Book award!. You have 30 days to convert a user to a paying customer starting NOW. The clock is ticking. What will you do? Collecting and analysing the messaging and strategies the leading e-commerce, software and service companies use as they convert trial users to customers in the most important 30 days after sign-up. Each companies strategy is broken down and presented in an easy to use and understand visual guide. 30 days to sell is a must buy if you are looking to automate and improve new customer conversion. This book covers: Activation campaigns from the worlds leading web companies. Easy reference guide - what message to send and when. Full page examples of each marketing message. Steal ideas from successful entrepreneurs, marketers and growth hackers. Two new bonus chapters showcasing more activation campaigns.

This book is relevant to any kind of business and is currently being used by a number of multi-national companies, including AstraZeneca, Ericsson, Scania and Volvo.

A successful digital transformation must start with a conversational transformation. Today, software organizations are transforming the way work gets done through practices like Agile, Lean, and DevOps. But as commonly implemented as these methods are, many transformations still fail, largely because the organization misses a critical step: transforming their culture and the way people communicate. Agile Conversations brings a practical, step-by-step guide to using the human power of conversation to build effective, high-performing teams to achieve truly Agile results. Consultants Douglas Squirrel and Jeffrey Fredrick show readers how to utilize the Five Conversations to help teams build trust, alleviate fear, answer the “whys,” define commitments, and hold everyone accountable. These five conversations give teams everything they need to reach peak performance, and they are exactly what’s missing from too many teams today. Stop focusing on processes and practices that leave your organization stuck with culture-less rituals. Instead, unleash the unique human power of conversation.

Information Technology time management expert Dominica DeGrandis, the reveals the real crime of the century--time theft, one of the most costly factors impacting enterprises in their day-to-day operations. The solution to preventing these value stream delays? Make the work visible. In this timely book (title not final), solutions and preventative measures are illustrated and methodologies outlined for immediate application into daily work.

Life is created by a series of events. If you can find some way to pull 20 extra minutes out of your life, you'd better use them wisely. Where will you discover this time, and when you find this time, how will you use it? Just 20 minutes a day will convert into a powerful 121 hours a year. That is a huge piece of time that you can use to gain new capacities and expand. The advantage is seen when we make a day by day decision and submit those 20 minutes to something beneficial. You can awaken 20 minutes before, take 20 minutes from lunch, after work, or just before bed - the decision is totally up to you. Just do it! Remove all excuses and distractions. Imagine if you just use 20 minutes a day to create a spark for your business. That small spark can turn into a major flame! How do you create this spark for your business? It's through promotion. Promotion isn't something that ought to be done randomly, just when you think you have sufficient energy to do it. Honestly, as an entrepreneur who's always busy, you're never going to have room schedule-wise. Consequently, you need to make time for what's important. This implies doing something intentional each and every day. Before you think you don't have room schedule-wise to do that, reconsider. Showcasing doesn't need to be hours of your day. Instead, it's

something you can do in as little time as 20 minutes a day.

It seems easy to disregard those inner wounds inside in hopes that they will go away. But wounds that aren't dealt with become more infected and they manifest in many ways and many areas of our lives without us knowing it. It seems easier to ignore them than to work on them. At first the work can feel intense but then with each layer that is healed relief comes. Soon it becomes easier to embrace the idea of dealing with the wounds and unloading the weights that come with them. If you are longing to unload the weights of abuse and pain then this workbook is a great start for you. Take courage and begin your work toward freedom.

"Kanban is becoming a popular way to visualize and limit work-in-progress in software development and information technology work. Teams around the world are adding Kanban around their existing processes to catalyze cultural change and deliver better business agility. David J. Anderson pioneered the Kanban Method. Hear how this happened and what you can do to succeed using Kanban."--Publisher's website.

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