

# Rework

The classic guide to working from home and why we should embrace a virtual office, from the bestselling authors of Rework “A paradigm-smashing, compulsively readable case for a radically remote workplace.”—Susan Cain, New York Times bestselling author of Quiet Does working from home—or anywhere else but the office—make sense? In Remote, Jason Fried and David Heinemeier Hansson, the founders of Basecamp, bring new insight to the hotly debated argument. While providing a complete overview of remote work’s challenges, Jason and David persuasively argue that, often, the advantages of working “off-site” far outweigh the drawbacks. In the past decade, the “under one roof” model of conducting work has been steadily declining, owing to technology that is rapidly creating virtual workspaces. Today the new paradigm is “move work to the workers, rather than workers to the workplace.” Companies see advantages in the way remote work increases their talent pool, reduces turnover, lessens their real estate footprint, and improves their ability to conduct business across multiple time zones. But what about the workers? Jason and David point out that remote work means working at the best job (not just one that is nearby) and achieving a harmonious work-life balance while increasing productivity. And those are just some of the perks to be gained from leaving the office behind. Remote reveals a multitude of other benefits, along with in-the-trenches tips for easing your way out of the office door where you control how your workday will unfold. Whether you’re a manager fretting over how to manage workers who “want out” or a worker who wants to achieve a lifestyle upgrade while still being a top performer professionally, this book is your indispensable guide.

## Access Free Rework

More than a quarter of the students who enter four-year institutions and half of those who enter two-year schools depart at the end of their first year. This phenomenon is known as the "departure puzzle," and for years, the most important body of work on student retention has come from sociologist Vincent Tinto. The contributors, including Tinto himself, offer a variety of both theoretical and methodological perspectives to the Student Departure Puzzle.

"Rework" shows you a better, faster, easier way to succeed in business. You'll learn how to be more productive, how to get exposure without breaking the bank, and tons more counterintuitive ideas that will inspire and provoke you.

Rework (2010) is a how-to book for entrepreneurs who aspire to create thriving companies in a global market. Authors Jason Fried and David Heinemeier Hansson provide insights and strategies that can be utilized by people who want to start an internet-based business, even those who don't have prior experience... Purchase this in-depth summary to learn more.

Master's Thesis from the year 2015 in the subject Computer Science - Software, grade: 1, , course: MS in Project Management, language: English, abstract: This research quantified the role of the different factors of rework including project planning (PP), software requirements specifications document quality (SRSDQ), software testing (ST), software requirements management (SRM), software requirements traceability (SRT), maturity of software development life cycle (SDLC) approach (MSDLCA), changing requirements (CR) & scope creep (SC) with rework & project success (PS) using automated software requirements management tools (UseofSRMT). The underlying associations of the above factors of rework in SDLC and UseofSRMT with rework & PS were quantified through a survey conducted in the software houses. The study quantified the magnitude of rework which was increased/decreased by these factors of rework. The

study also quantified the magnitude of PS increased/decreased by these factors of rework. This study concluded that UseofSRMT played a moderating role between factors of rework and PS. The study also quantified the mediating role of rework between the factors of rework & PS. The study contributed that rework was avoidable in SDLC. Major causes of unsuccessful software projects were determined. Most effective features of software requirements management tools (SRMT) were considered to determine their role as an effective methodology for PS. PS could never be guaranteed by just achieving project milestones/goals in terms of the triple constraints of time, budget & schedule.

New York Times bestselling author Maria Dahvana Headley presents a modern retelling of the literary classic Beowulf, set in American suburbia as two mothers—a housewife and a battle-hardened veteran—fight to protect those they love in *The Mere Wife*. From the perspective of those who live in Herot Hall, the suburb is a paradise. Picket fences divide buildings—high and gabled—and the community is entirely self-sustaining. Each house has its own fireplace, each fireplace is fitted with a container of lighter fluid, and outside—in lawns and on playgrounds—wildflowers seed themselves in neat rows. But for those who live surreptitiously along Herot Hall's periphery, the subdivision is a fortress guarded by an intense network of gates, surveillance cameras, and motion-activated lights. For Willa, the wife of Roger Herot (heir of Herot Hall), life moves at a charmingly slow pace. She flits between mommy groups, playdates, cocktail hour, and dinner parties, always with her son, Dylan, in tow. Meanwhile, in a cave in the mountains just beyond the limits of Herot Hall lives Gren, short for Grendel, as well as his mother, Dana, a former soldier who gave birth as if by chance. Dana didn't want Gren, didn't plan Gren, and doesn't know how she got Gren, but when she returned from war, there he was. When Gren,

unaware of the borders erected to keep him at bay, ventures into Herot Hall and runs off with Dylan, Dana's and Willa's worlds collide.

The discovery of the Dead Sea Scrolls more than sixty years ago has revealed a wealth of literary compositions which rework the Hebrew Bible in various ways. This genre seems to have been a popular literary form in ancient Judaism literature. However, the Qumran texts of this type are particularly interesting for they offer for the first time a large sample of such compositions in their original languages, Hebrew and Aramaic. Since the rewritten Bible texts do not use the particular style and nomenclature specific to the literature produced by the Qumran community. Many of these texts are unknown from any other sources, and have been published only during the last two decades. They therefore became the object of intense scholarly study. However, most the attention has been directed to the longer specimens, such as the Hebrew Book of Jubilees and the Aramaic Genesis Apocryphon. The present volume addresses the less known and poorly studied pieces, a group of eleven small Hebrew texts that rework the Hebrew Bible. It provides fresh editions, translations and detailed commentaries for each one. The volume thus places these texts within the larger context of the Qumran library, aiming at completing the data about the rewritten Bible.

A self help book for the business entrepreneur. Full of practical, making-sense advices that are sure to make you sit up, listen, and start doing things to make your business a success. Vietnamese translation by Thanh Thao, Song Thu, and Vi Thao Nguyen. In Vietnamese. Annotation copyright Tsai Fong Books, Inc. Distributed by Tsai Fong Books, Inc.

A proposal to redefine design in a way that not only

challenges the field's dominant paradigms but also changes the practice of design itself. In *Critical Fabulations*, Daniela Rosner proposes redefining design as investigative and activist, personal and culturally situated, responsive and responsible. Challenging the field's dominant paradigms and reinterpreting its history, Rosner wants to change the way we historicize the practice, reworking it from the inside. Focusing on the development of computational systems, she takes on powerful narratives of innovation and technology shaped by the professional expertise that has become integral to the field's mounting status within the new industrial economy. To do so, she intervenes in legacies of design, expanding what is considered "design" to include long-silenced narratives of practice, and enhancing existing design methodologies based on these rediscovered inheritances. Drawing on discourses of feminist technoscience, she examines craftwork's contributions to computing innovation--how craftwork becomes hardware manufacturing, and how hardware manufacturing becomes craftwork.

*Rework* shows you a better, faster, easier way to succeed in business. Most business books give you the same old advice: Write a business plan, study the competition, seek investors, yadda yadda. If you're looking for a book like that, put this one back on the shelf. Read it and you'll know why plans are actually harmful, why you don't need outside investors, and why you're better off ignoring the competition. The truth is, you need less than you think. You don't need to be a workaholic. You don't need to staff up. You don't need to

waste time on paperwork or meetings. You don't even need an office. Those are all just excuses. What you really need to do is stop talking and start working. This book shows you the way. You'll learn how to be more productive, how to get exposure without breaking the bank, and tons more counterintuitive ideas that will inspire and provoke you. With its straightforward language and easy-is-better approach, Rework is the perfect playbook for anyone who's ever dreamed of doing it on their own. Hardcore entrepreneurs, small-business owners, people stuck in day jobs they hate, victims of "downsizing," and artists who don't want to starve anymore will all find valuable guidance in these pages.

Processes of reworking printed wiring assemblies (PWA) built with multilayer printed wiring boards (MLPWB) were investigated. Because of the MLPWBs added thickness and increased heat absorption potential, assemblies built with these boards are suspected of being more susceptible to damage during component removal than assemblies built with single-layer double-sided boards. There also have been questions raised about the effect that rework has on the internal connections of the MLPWBs. A review and limited evaluation of all known rework methods resulted in selecting "solder wick" and "vacuum extraction" as the two main rework methods for use in the evaluations. The Appendix defines and describes these rework techniques. Two different groups of units, intended to be representative of a wide range of proposed and presently used MLPWB-component configurations, were fabricated and then reworked by

variations of these two techniques. Approximately 16,000 internal connections of MLPWBs were subjected to rework. No internal connections became open or degraded. In addition, 80 PTHs with internal connections were subjected to 10 cycles of rework to examine the effect of rework on MLPWB internal connections. Continuity of the internal connections was measured before and after all rework. Even though the rework did cause extensive external damage to the MLPWBs (blisters, measles, and land damage, for example), there was no indication of internal connection degradation. The information received thus far leads to the conclusion that internal connections of MLPWBs are not likely to be degraded as a result of assembly rework.

It is time for a new conversation. Amid the biggest economic transformation in a century, the challenge of our time is to make sure that all Americans benefit from the wave of digital revolutions around the world that have permeated and upended modern life. Yet today's economic arguments seem stuck. We need a new vision of a hopeful future and a new action agenda. So many Americans are uncertain about the future. How can there be so many paths to opportunity with so few people traveling them? As a nation, we have to understand what is required to help Americans succeed now, and how to prepare our country for what comes next. We have been here before. A hundred years ago, America experienced the greatest economic transformation and technological revolution in its history. The transformation of the past twenty years—as the world has moved through the information era into the digital age—has turned our life

and work upside down once again. It is a time of tremendous change but also of tremendous possibility. Rework America is a group of American leaders who know from experience the challenges we face—and the potential solutions. In America's Moment they suggest a practical agenda for an exciting future. It is illustrated by people who are already showing the way and includes actions Americans can take today in their own communities: preparing people to succeed, using the reach of the Internet and data to innovate jobs and to reach new markets all over the world, using technology to match employers and workers, and transitioning to a "no-collar" working world— neither blue collar nor white collar. Set against the history of how Americans succeeded once before in remaking their country, America's Moment is about the future. It describes how the same forces of change—technology and a networked world—can become tools that can open opportunity to everyone.

The worldwide trend toward lead-free components and soldering is especially urgent in the European Union with the implementation strict new standards in July 2006, and with pending implementation of laws in China and California. This book provides a standard reference guide for engineers who must meet the new regulations, including a broad collection of techniques for lead-free soldering design and manufacture, which up to now have been scattered in difficult-to-find scholarly sources. There is a growing backlash against extractive and exploitative forms of tourism that have unleashed what some argue as unacceptable levels of change on local

communities and environments. Examples include the rise of 'overtourism', the environmental impacts of the cruise sector, and collaborative economy platforms that have contributed to concerns over housing affordability and availability. Anti-tourism activism is on the rise, and the need to rethink the economic, political and social organisation of tourism in a global world has never been more apparent. It is increasingly clear that we need to rework the values underpinning tourism and visitor economies and move the focus from its traditional emphasis on profit, jobs and growth towards new models of economic and social exchange. This book gives voice to a growing movement of scholars, activists and business leaders who acknowledge that we need to reinvent relationships between tourism production and consumption, and between labour, capital and resources. In the Global North, this exploration of alternative economic and political relationships in tourism has tended to be located at the margins of discussion. The Global South has much to teach the Global North about alternative economic models, different kinds of exchange, new relationships between labour, capital and resources, and resilience. Drawing from case studies in both the North and the South, this edited collection explores how some are reworking tourism, reshaping the economies of tourism, and in the process, how tourism can deliver social and economic wellbeing in a changing world. *Reworking Tourism* will be of interest to scholars of tourism and development, as well as tourism and economics. The chapters in this book were originally published as a special issue of *Tourism Planning &*

Development.

The classic playbook that will transform your approach to work From the founders of the trailblazing software company Basecamp, here is a different kind of business book - one that explores a new reality. Today, anyone can be in business. Tools that used to be out of reach are now easily accessible. Technology that cost thousands is now just a few pounds or even free. Stuff that was impossible just a few years ago is now simple. That means anyone can start a business. And you can do it without working miserable 80-hour weeks or depleting your life savings. You can start it on the side while your day job provides all the cash flow you need. Forget about business plans, meetings, office space - you don't need them. With its straightforward language and easy-is-better approach, Rework is the perfect playbook for anyone who's ever dreamed of doing it on their own. Hardcore entrepreneurs, small-business owners, people stuck in day jobs who want to get out, and artists who don't want to starve anymore will all find valuable inspiration and guidance in these pages. It's time to rework work.

What of the risk of rework if initial architecture work overlooks what turns out to be critical? Are the rejected & reworked materials kept separately identified and the analysis carried out? Can it be blended or otherwise reworked? What is the rework rate of your change management process? Can components be reworked or packaged differently? Defining, designing, creating, and implementing a process to solve a challenge or meet an objective is the most valuable role... In EVERY group,

company, organization and department. Unless you are talking a one-time, single-use project, there should be a process. Whether that process is managed and implemented by humans, AI, or a combination of the two, it needs to be designed by someone with a complex enough perspective to ask the right questions. Someone capable of asking the right questions and step back and say, 'What are we really trying to accomplish here? And is there a different way to look at it?' This Self-Assessment empowers people to do just that - whether their title is entrepreneur, manager, consultant, (Vice-)President, CxO etc... - they are the people who rule the future. They are the person who asks the right questions to make Rework investments work better. This Rework All-Inclusive Self-Assessment enables You to be that person. All the tools you need to an in-depth Rework Self-Assessment. Featuring 991 new and updated case-based questions, organized into seven core areas of process design, this Self-Assessment will help you identify areas in which Rework improvements can be made. In using the questions you will be better able to: - diagnose Rework projects, initiatives, organizations, businesses and processes using accepted diagnostic standards and practices - implement evidence-based best practice strategies aligned with overall goals - integrate recent advances in Rework and process design strategies into practice according to best practice guidelines Using a Self-Assessment tool known as the Rework Scorecard, you will develop a clear picture of which Rework areas need attention. Your purchase includes access details to the Rework self-assessment

dashboard download which gives you your dynamically prioritized projects-ready tool and shows your organization exactly what to do next. You will receive the following contents with New and Updated specific criteria: - The latest quick edition of the book in PDF - The latest complete edition of the book in PDF, which criteria correspond to the criteria in... - The Self-Assessment Excel Dashboard - Example pre-filled Self-Assessment Excel Dashboard to get familiar with results generation - In-depth and specific Rework Checklists - Project management checklists and templates to assist with implementation **INCLUDES LIFETIME SELF ASSESSMENT UPDATES** Every self assessment comes with Lifetime Updates and Lifetime Free Updated Books. Lifetime Updates is an industry-first feature which allows you to receive verified self assessment updates, ensuring you always have the most accurate information at your fingertips.

An interdisciplinary account of the environmental history and changing landscape of New York City. In this innovative account of the urbanization of nature in New York City, Matthew Gandy explores how the raw materials of nature have been reworked to produce a "metropolitan nature" distinct from the forms of nature experienced by early settlers. The book traces five broad developments: the expansion and redefinition of public space, the construction of landscaped highways, the creation of a modern water supply system, the radical environmental politics of the barrio in the late 1960s and early 1970s, and the contemporary politics of the environmental justice movement. Drawing on political

economy, environmental studies, social theory, cultural theory, and architecture, Gandy shows how New York's environmental history is bound up not only with the upstate landscapes that stretch beyond the city's political boundaries but also with more distant places that reflect the nation's colonial and imperial legacies. Using the shifting meaning of nature under urbanization as a framework, he looks at how modern nature has been produced through interrelated transformations ranging from new water technologies to changing fashions in landscape design. Throughout, he considers the economic and ideological forces that underlie phenomena as diverse as the location of parks and the social stigma of dirty neighborhoods.

PLEASE NOTE: This is a summary, analysis and review of the book and not the original book. Jason Fried and David Heinemeier Hansson offer frequently counter-intuitive yet insightful perspective on building a business in their book "Rework: Change the Way You Work Forever." This SUMOREADS Summary & Analysis offers supplementary material to "Rework" to help you distill the key takeaways, review the book's content, and further understand the writing style and overall themes from an editorial perspective. Whether you'd like to deepen your understanding, refresh your memory, or simply decide whether or not this book is for you, SUMOREADS Summary & Analysis is here to help. Absorb everything you need to know in under 20 minutes! What does this SUMOREADS Summary & Analysis Include? An Executive Summary of the original book Editorial Review Key takeaways & analysis from each section Brief

chapter-by-chapter summaries A short bio of the the authors Original Book Summary Overview "Rework: Change the Way You Work Forever" is a huge departure from the conventional business book. Based on their very successful web-based business, the authors offer advice on getting a successful business off the ground. The book has been written as a series of short punchy essays, the type that can be read quickly over morning coffee. The insights are unconventional, some of the ideas are unorthodox, but for the aspiring businessman there is enthusiastic advice on getting the business launched with little risk and low cost. The book is very interesting, easy to read and written in every day language. BEFORE YOU BUY: The purpose of this SUMOREADS Summary & Analysis is to help you decide if it's worth the time, money and effort reading the original book (if you haven't already). SUMOREADS has pulled out the essence-but only to help you ascertain the value of the book for yourself. This analysis is meant as a supplement to, and not a replacement for, "Rework."

- \* Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes.
- \*As you read this summary, you'll discover that there is no law against success and that winners often think outside the box. This book is for anyone who wants to develop an idea and create their own business.
- \*You will also discover that : to succeed it is useless to wait, be dynamic and efficient; your business must convey simple ideas in a simple structure; you must always remain faithful to what pushed you to start; transparency ensures the loyalty of your customers and

employees. \*The leaders of the company "37signals", software designers, have shaken up all entrepreneurial codes. They clean up the traditional system. Advertising, the target, transparency, everything goes through and turns into success. \*Buy now the summary of this book for the modest price of a cup of coffee!

Reworking Japan examines how the past several decades of neoliberal economic restructuring and reforms in Japan have reshaped the nation's corporate ideologies, gender ideologies, and subjectivities of individual employees. With Japan's remarkable economic growth since the 1950s, the lifestyles and life courses of "salarymen" came to embody the "New Middle Class" family ideal. As Nana Okura Gagné demonstrates, however, the nearly three decades of economic stagnation since the bursting of the economic bubble in the early 1990s has tarnished this positive image of salarymen. In a sweeping appraisal of recent history, Gagné shows how economic restructuring has reshaped Japanese corporations, workers, and ideals, as well as how Japanese companies and employees have responded to such changes. Gagné explores Japan's fraught and problematic transition from the postwar ideology of "companyism" to the emergent ideology of neoliberalism and the subsequent large-scale economic restructuring. By juxtaposing Japan's economic history with case studies and life stories, Gagné goes beyond the abstract to explore the human dimension of the neoliberal reforms that have impacted the nation's corporate governance, socioeconomic class, workers' ideals, and gender relations. Reworking Japan,

with its firsthand analysis of how the supposedly hegemonic neoliberal regime does not completely transform existing cultural frames and social relations, will shake up preconceived ideas about Japanese men in general and salarymen in particular.

From the founders of the trailblazing software company 37signals, here is a different kind of business book - one that explores a new reality. Today, anyone can be in business. Tools that used to be out of reach are now easily accessible. Technology that cost thousands is now just a few pounds or even free. Stuff that was impossible just a few years ago is now simple. That means anyone can start a business. And you can do it without working miserable 80-hour weeks or depleting your life savings. You can start it on the side while your day job provides all the cash flow you need. Forget about business plans, meetings, office space - you don't need them. With its straightforward language and easy-is-better approach, *Rework* is the perfect playbook for anyone who's ever dreamed of doing it on their own. Hardcore entrepreneurs, small-business owners, people stuck in day jobs who want to get out, and artists who don't want to starve anymore will all find valuable inspiration and guidance in these pages. It's time to rework work.

This study of sociolinguistic variation examines the relation between social identity and ways of speaking. Studying variations in language not only reveals a great deal about speakers' strategies with respect to variables such as social class, gender, ethnicity and age, it also affords us the opportunity to observe linguistic change in progress. The volume brings together leading experts

from a range of disciplines to create a broad perspective on the study of style and variation. Beginning with an introduction to theoretical issues, the book goes on to discuss key approaches to stylistic variation in spoken language, including such issues as attention paid to speech, audience design, identity construction, the corpus study of register, genre, distinctiveness and the anthropological study of style. Rigorous and engaging, this book will become the standard work on stylistic variation. It will be welcomed by students and academics in sociolinguistics, English language, dialectology, anthropology and sociology.

The twelve essays in this volume propose new directions in the analysis of class. John R. Hall argues that recent historical and intellectual developments require reworking basic assumptions about classes and their dynamics. The contributors effectively abandon the notion of a transcendent class struggle. They seek instead to understand the historically contingent ways in which economic interests are pursued under institutionally, socially, and culturally structured circumstances. In his introduction, Hall proposes a neo-Weberian venue intended to bring the most promising contemporary approaches to class analysis into productive exchange with one another. Some of the chapters that follow rework how classes are conceptualized. Others offer historical and sociological reflections on questions of class identity. A third cluster focuses on the politics of class mobilizations and social movements in contexts of national and global economic change.

Let the CEO of Rework Work help you understand diversity, equity, and inclusion concepts to actively remove bias from the workplace. Dismantling unhealthy workplaces involves much more than talking about it, and more than charts, graphs, and statistics—it requires action. Although it's increasingly common for businesses of all shapes and sizes to appreciate the importance of diversity and inclusion in the workplace, many are often unaware of bias in the cultures they've created. Others might know there's a problem, but don't know how to properly address it. *UNBIAS: Addressing Unconscious Bias At Work* helps you understand concepts of workplace diversity, equity, and inclusion, shows you how to identify bias, and provides you with the tools for actively removing barriers and ensuring equity throughout your organization. Written by Stacey Gordon—CEO of Rework Work, a company on a mission to reduce bias in global talent acquisition and management—this real-world handbook offers step-by-step guidance on creating workplace cultures where employees feel they belong. *UNBIAS* teaches you to:

- Identify and address bias in the workplace
- Understand what you can do to be more inclusive
- Handle potentially uncomfortable conversations
- Discuss race in an authentic and meaningful way
- Use workplace-proven tools that make concepts of diversity and equity actionable
- Help your employee resource groups without giving them extra work
- Place accountability on organizational policies that allow biased behavior

*UNBIAS* is a must-have resource for all employers, managers, and HR professionals seeking to create and

sustain healthy, inclusive, and equitable workplace environments.

As her son grows up from little boy to adult man, a mother secretly rocks him each night as he sleeps.

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ReWork (2010) is a new business guidebook which aims to shake things up and throw your old-school manual out the window. Literally re-working the traditional concept of what it takes to run a business, ReWork is a collection of unorthodox advice based on the authors' own unconventional experience with building, running, and growing a startup. By exploring innovative ways to tackle product development, communication, and marketing, ReWork challenges everything you thought you knew about running a business.

Getting Real details the business, design, programming, and marketing principles of 37signals. The book is packed with keep-it-simple insights, contrarian points of view, and unconventional approaches to software design. This is not a technical book or a design tutorial, it's a book of ideas. Anyone working on a web app - including entrepreneurs, designers, programmers, executives, or marketers - will find value and inspiration in this book. 37signals used the Getting Real process to launch five successful web-based applications (Basecamp, Campfire, Backpack, Writeboard, Ta-da List), and Ruby on Rails, an open-source web application framework, in just two years with no outside funding, no

debt, and only 7 people (distributed across 7 time zones). Over 500,000 people around the world use these applications to get things done. Now you can find out how they did it and how you can do it too. It's not as hard as you think if you Get Real.

### ReworkCurrency

One critical change in how people work, argues Larry Hirschhorn, is that they are expected to bring more of themselves psychologically to the job. To facilitate this change, it is necessary to create a new culture of authority—one in which superiors acknowledge their dependence on subordinates, subordinates can challenge superiors, and both are able to show their vulnerability. For many companies, the past decade has been marked by a sense of turbulence and redefinition. The growing role of information technologies and service businesses has prompted companies to reconsider how they are structured and even what business they are in. These changes have also affected how people work, what skills they need, and what kind of careers they expect. One critical change in how people work, argues Larry Hirschhorn, is that they are expected to bring more of themselves psychologically to the job. To facilitate this change, it is necessary to create a new culture of authority—one in which superiors acknowledge their dependence on subordinates, subordinates can challenge superiors, and both are able to show their vulnerability. In the old culture of authority, people suppressed disruptive feelings such as envy, resentment, and fear of dependency. But by depersonalizing themselves, they became "alienated"; in the process, the work of the organization suffered. In building a new culture of authority, we are challenged to express these feelings without disrupting our work. We learn how to bring our feelings to our tasks. The first chapters of the book

examine the covert processes by which people caught between the old and new culture of authority neither suppress nor express their feelings. Feelings are activated but not directed toward useful work. The case studies of this process are instructive and moving. The book then explores how organizations can create a culture of openness in which people become more psychologically present. In part, the process entails an understanding of the changes taking place in how we experience our own identity at work and that of "others" in society at large. To do this, the book suggests, we need a social policy of forgiveness and second chances. Challenging and unsettling their predecessors, modern choreographers such as Matthew Bourne, Mark Morris and Masaki Iwana have courted controversy and notoriety by reimagining the most canonical of Classical and Romantic ballets. In this book, Vida L. Midgelow illustrates the ways in which these contemporary reworkings destroy and recreate their source material, turning ballet from a classical performance to a vital exploration of gender, sexuality and cultural difference. *Reworking the Ballet: Counter Narratives and Alternative Bodies* articulates the ways that audiences and critics can experience these new versions, viewing them from both practical and theoretical perspectives, including: eroticism and the politics of touch performing gender cross-casting and cross-dressing reworkings and intertextuality cultural exchange and hybridity.

A volume that introduces new sources and offers fresh perspectives on a key era of transition, this book is of value to art historians and historians alike. From the dissolution of the Carolingian empire to the onset of the so-called 12th-century Renaissance, the transformative 10th–11th centuries witnessed the production of a significant number of illuminated manuscripts from present-day France, Belgium, Spain, and Italy, alongside the better-known works from

Anglo-Saxon England and the Holy Roman Empire. While the hybrid styles evident in book painting reflect the movement and re-organization of people and codices, many of the manuscripts also display a highly creative engagement with the art of the past. Likewise, their handling of subject matter—whether common or new for book illumination—attests to vibrant artistic energy and innovation. On the basis of rarely studied scientific, religious, and literary manuscripts, the contributions in this volume address a range of issues, including the engagement of 10th–11th century bookmakers with their Carolingian and Antique legacies, the interwoven geographies of book production, and matters of modern politics and historiography that have shaped the study of this complex period. .

Jason Fried and David Heinemeier Hansson, the authors of the New York Times bestseller *Rework*, are back with a manifesto to combat all your modern workplace worries and fears.

Touching on the laws and practices of a wide array of countries around the globe, this book examines the extent to which refugees and asylum-seekers' right to work is protected by international human rights law. The book examines a number of key international treaties, national constitutions and some foundational cases from national courts in order to make the case that the practise of restricting refugees and asylum-seekers access to the labour market is illegal. In so doing, the author examines some intricate legal questions, such as the interpretation of the Refugee Convention's provisions restricting rights to refugees 'lawfully staying', the application of racial discrimination to citizenship distinctions, and the ways in which limitations on human rights are applicable in this context. The book also looks at some broader philosophical questions such as the meaning of equality and human dignity, and the legitimacy of

the right to work. The book goes on to explore broader debates concerning migration and 'open borders' in order to unpack the fears that drive many countries' restrictive measures. Readers are invited to consider whether the world would be a better place with more freedom of movement. It is a unique stand-alone treatment of the subject and includes the Michigan Guidelines on the Right to Work. *Reworking the Relationship between Asylum-Seekers and Employment* is written in an accessible style that will appeal to academics, policy-makers, practitioners and students. It combines a strong black-letter approach with a law in context approach that explains why the law takes its current shape and questions current orthodoxy.

In the middle decades of the twentieth century, Hawai'i changed rapidly from a conservative oligarchy firmly controlled by a Euro-American elite to arguably the most progressive part of the United States. Spearheading the shift were tens of thousands of sugar, pineapple, and dock workers who challenged their powerful employers by joining the left-led International Longshoremen and Warehousemen's Union. In this theoretically innovative study, Moon-Kie Jung explains how Filipinos, Japanese, Portuguese, and others overcame entrenched racial divisions and successfully mobilized a mass working-class movement. He overturns the unquestioned assumption that this interracial effort traded racial politics for class politics. Instead, the movement "reworked race" by incorporating and rearticulating racial meanings and practices into a new ideology of class. Through its groundbreaking historical analysis, *Reworking Race* radically rethinks interracial politics in theory and practice. *Reworking Gender: A Feminist Communicology of Organization* examines the place of gender and feminist scholarship in contemporary critical organization studies. Departing from the common view of gender as a specialized

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branch of organization scholarship, authors Dennis K. Mumby and Karen Lee Ashcraft reposition feminism in a communication-centered model that integrates recent developments in feminist, critical, and postmodern organizational studies. Linking theory to practical projects, the authors address many of the complex and often contradictory concerns of critical organizational scholarship, including issues of discourse, subjectivity, power, race, and class.

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